



**2022
Environmental,
Social, and
Governance Report**

Tanger[®]

Table of Contents

Message from our CEO	3
Our Company	6
ESG at Tanger	10
Our People	17
Our Community	34
Our Planet	43
Our Governance	56
Content Index	65
About This Report	74



DAYTONA BEACH, FL

Message from Our Chief Executive Officer

At Tanger, our mission is to provide the best value, experience and opportunity for our communities, stakeholders, and partners. This Environmental, Social, and Governance (ESG) Report – our seventh consecutive ESG report – reflects how we live out that mission every day.



STEPHEN YALOF
President and Chief Executive Officer

As a leader in open-air shopping centers, Tanger helps improve people's lives by providing the brands they love at a great value. Our shopping centers are the hub of the communities we serve, providing jobs, supporting business development, and connecting our guests with the brands they love at lower cost.

Tanger has been serving communities for over 40 years, but as customers' needs have evolved rapidly and significantly in recent years, we are evolving too – with a vision to inform the future of shopping by seeking and understanding our customers' insights and experience.

Our mission, vision and core values drive every decision we make at Tanger and form the foundation of the way we do business. Over the past year, we've continued to advance many of our long-standing ESG initiatives and commitments, and we have also initiated new, thoughtful goals and programs as we better understand our stakeholders' needs and our opportunities to contribute to positive and meaningful change for our communities.

While all four of our core values support both people and our planet, we are proud to highlight some of the ways we've lived out each value over the past year, in line with our ESG commitments.

Consider Community First Supporting Our Communities

We recognize the responsibility of leading a community "center" and have taken steps to provide for the safety and well-being of the communities we serve. We have achieved the highly respected WELL Health-Safety Rating for every one of our owned and managed centers in the U.S. and are pursuing "StormReady" certification from the U.S. Department of Commerce and National Weather Service. We have also invested in advanced risk planning and security enhancements across our portfolio.

We foster opportunity, well-being, and equity through our community initiatives. Through programs such as TangerKids and Hometown Heroes, we have collectively delivered over \$3.6 million during the past 25+ years to support students, teachers, and those who protect and serve our communities. Meanwhile, TangerPink has brought together our team members, retail partners, and shopping center guests to raise nearly \$18.8 million since 1994 to fight breast cancer.

Our team lives out this value personally – nearly three quarters of our employees volunteered in 2022, together contributing over 4,000 company-sponsored volunteer hours to improve their communities.

Seek the Success of Others Empowering Our Team

At Tanger, we know that our company can only be its best when we empower our team to be their best. Our team members continue to innovate and elevate the experiences we offer, and we have invested in their well-being and personal and professional growth, as well as in initiatives to drive diversity and inclusion across our team as a whole.

In 2022, we enhanced our diversity, equity, and inclusion (DEI) programming and leadership, expanding bias reduction training company-wide, and we are implementing employee resource groups dedicated to support the LGBTQ+ community, People of Color, and Women at Tanger.

As part of our long-standing commitment to cultivating talent and promoting from within, we enhanced employee training in 2022 and launched a “Mission, Vision, and Values” employee awards program to formally recognize individuals who have made exemplary efforts to serve our customers, retail partners, investors, and team. We have also developed a thriving hybrid workforce platform to curate the best and brightest talent regardless of location and provide better work/life balance for our full team.

Make it Happen Protecting Our Planet

Protecting our environment, using our natural resources responsibly, and building a carbon-neutral future all require action and dedication. We have set a company goal to achieve Net Zero by 2050 for scope 1 and scope 2 carbon emissions and made progress with a 12% reduction in 2022 over the prior year.

At our centers, we have doubled our solar infrastructure and reduced our portfolio energy use. We more than doubled our EV charging capabilities and electrified 100% of our security fleet, and over half our portfolio GLA is now certified to meet LEED’s high standards. In 2022, we also initiated a Green Lease program, to mutually align our company’s and retail partners’ interests in measures that reduce our environmental impact.

We continue to invest in improvements to our data collection, management and reporting processes that enable us to more accurately identify and act on opportunities to improve our environmental performance.

Act Fairly and with Integrity Serving Our Investors

Our commitment to ethical conduct is ingrained in every aspect of our organization. Joining the United Nations Global Compact (UNGC) in 2022 is one of many expressions of that commitment, and we are proud to align with companies around the world to advance the UNGC’s ethical, social, and environmental goals.

We are also taking steps to enhance our ability to identify and report on our exposure to climate risk. In this year’s Report, we have expanded disclosure on our climate risk factors in alignment with the Task Force on Climate-related Financial Disclosures (TCFD).

Aligning with these and other leading frameworks helps to position Tanger to meet anticipated new regulatory requirements ahead and to advance our commitment to serving our investors.

I am very pleased with the progress we’ve made to advance our ESG commitments and believe our efforts are strengthening our communities, supporting our team’s growth and well-being, helping to preserve our planet, and creating long-term value for our stakeholders.

In Fall 2023, we will bring our new center development in Nashville, Tennessee, to life. Tanger Nashville is anticipated to achieve LEED Silver status for incorporating sustainability in its construction and will engage our shopping center guests in fresh and exciting ways that benefit the community and surrounding environment.

We look forward to sharing more about that development with you, along with our continued efforts to advance our ESG goals. I’m grateful to our employees, our dedicated Board of Directors and leadership team, and our retail partners, all of whom work together to make our progress possible. As a company, we extend our deepest gratitude to our investors and shopping center guests for the opportunity to serve you and for providing the inspiration to give our best every day as we live out our values on your behalf.



Stephen Yalof
President and Chief Executive Officer

2022 Environmental, Social, and Governance Highlights

Our People

Achieved the **WELL Health-Safety Rating** for all U.S. owned and managed centers

Launched our **Business Accelerator** program to support the growth of our business and our talent

Expanded **Bias Reduction Training** across the company as part of employee training enhancements



Our Community

Raised **\$385,000** through our TangerPink program for a total of nearly \$19 million since 1994. Engaged 20+ new retail partners in the fight against breast cancer

Hand delivered over **100 grant checks** on the inaugural TangerKids Day

Sponsored **4,875 hours** of volunteer service to support our Tanger team in giving back to local communities

Joined the National Retail Federation **Rise Up** program to support career paths for underserved youth



Our Planet

Reduced energy use by 8% and emissions by 12% for Scope 1 and 2 versus 2021

Procured **6.2 MW** of photovoltaic panels for four new solar system installations at our centers – doubling our solar infrastructure and expanding our overall renewable energy structure

Installed over **160 new electric vehicle charging stations** at our centers, doubling shoppers' access to free EV parking at Tanger centers

Added over **30 electric cars and golf carts** to our fleet



Attained **LEED Gold certification** at over 50% of gross leasable area demonstrating best practices in energy, water, waste and transportation

Honored with **United States Green Building Council** awards for three centers for energy efficient green buildings

Established a **green lease program** to engage our retail partners in our efforts to reduce the environmental impact of our shared footprint

Expanded our contributions to the protection of biodiversity by adding **urban beehives** at three additional centers

01 Our Company

Overview

Tanger® (NYSE: SKT) is a publicly-traded real estate investment trust (REIT) headquartered in Greensboro, NC. We are a pioneer and industry leader with more than 42 years of experience in the development and management of our upscale, open-air shopping centers.

Company Profile	7
Our Business	9
Achieving Shared Goals	9



PALM BEACH, FL

Key Business Statistics*

As of December 31, 2022



* Portfolio information above includes one U.S. and two Canadian joint ventures operated by our joint venture partners and, unless otherwise noted, one strategic partnership managed by Tanger. See "About This Report" for additional information on the scope of this report

** Includes one center under development

*** Includes consolidated properties and Tanger's pro rata share of unconsolidated joint ventures



HOUSTON, TX

Our Business

Our Mission

To deliver the best value, experience and opportunity for our communities, stakeholders, and partners

Our Vision

Using customer insights and experience to inform the future of shopping

Our expertise and commitment to excellence, along with our spirit of innovation, keep our centers evolving to deliver exciting and ever-changing experiences, including shopping, dining, and entertainment. We believe that our path to business growth lies in delivering best-in-class experiences that benefit our shoppers, retail partners, and communities alike.

Achieving Shared Goals

At Tanger, we understand that we are part of a community and aim, always, to add value through the way we do business. This approach requires collaboration as we work to address the complex social and environmental challenges that face us all. That's why we partner with our retailers to create shared value in our communities and further our collective environmental and social goals.

A few of the collaborative efforts that generated meaningful impact in 2022:



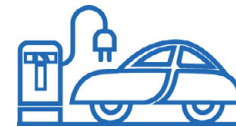
A green lease option for retail partners that rewards participation in environmental sustainability efforts



Retailer sustainability engagement through CEO communications and meetings between our retailers and our operations team to foster sustainability



Blended solar power that lowers our shared carbon footprint



Free electric vehicle charging stations that support energy transition



Urban beehives that help support community engagement and the natural environment around our centers



The addition of more than 20 new retailers to our TangerPink campaign to combat breast cancer



Participation in the National Retail Federation's Rise Up program to expand career pathways for youth in our communities

02 ESG at Tanger

Overview

At Tanger, we work to create long-term value for our stakeholders, retail partners, and employee team members while we build strong communities and consider the future of our planet.

Environmental, Social, and Governance Approach	11
ESG Material Issues and Priorities	12
Engaging Our Stakeholders	13
ESG Governance	14
ESG Reporting	15
Progress Towards 2022 ESG Goals	16



FORT WORTH, TX

Our Environmental, Social, and Governance Approach

Through our environmental, social, and governance (ESG) practices and programs, we aim to create positive social and economic impact and reduce our environmental footprint. We strive to integrate ESG principles into our business practices and address the issues most important to Tanger stakeholders. Strong governance and our Core Values form the foundation of our approach.

ESG Strategic Pillars

Our strategic pillars are focused on our priority ESG issues:



Our People

Creating a Positive Workplace

We aim to create an engaging, equitable workplace where all people are welcomed, valued, and have opportunities to thrive



Our Community

Contributing to Strong, Vibrant Communities

We actively serve our communities through partnerships with nonprofits, community leaders, and retailers



Our Planet

Minding Our Environmental Impact

We are committed to taking steps to mitigate climate change through embedding energy efficiency and sustainability measures in center operations, new center development, and retailer partnerships



Our Governance

Managing Our Business with Integrity

We build trusting relationships and seek to create long-term value for our stakeholders with ethics as the foundation of our approach to ESG and our entire business

ESG Material Issues* and Priorities

Tanger’s ESG materiality process drives our strategy on environmental, social, and governance topics.

We leverage external frameworks, consider peer and industry benchmarks, and engage stakeholders, executives, and our Board members to identify opportunities, risks, and key ESG issues. ESG material issues are integrated into operational priorities and processes across the company. An ESG materiality assessment conducted by a third party in 2021 identified the following ESG material issues with prioritization of those that we believe are of greatest relevance to the company and our stakeholders.

* The concept of materiality used in our ESG disclosures, including as it is used above, is based on a definition of materiality specific to the assessment of ESG issues and does not correspond to the concept of materiality used in the securities laws and disclosures required by the U.S. Securities and Exchange Commission. Issues that we identify as “material” from an ESG perspective are not necessarily material to the company under the securities laws, rules, and regulations in place at publication. For risks identified as material under securities law, please review our financial filings.



Engaging Our Stakeholders

At Tanger, we believe that trusting relationships are a marker of success. We engage in regular open dialogue with our stakeholders to help us identify priority ESG issues and establish goals, strategies and plans that deliver long-term value for our business and society.

Stakeholder	Ways we engage	Topics
Shareholders	<ul style="list-style-type: none"> Quarterly earnings calls Annual shareholder meeting One-on-one meetings with investors and institutions 	<ul style="list-style-type: none"> Participation in conferences and forums Property tours Non-deal roadshows
Retail Partners	<ul style="list-style-type: none"> Group and one-on-one conversations and meetings Surveys and listening sessions 	<ul style="list-style-type: none"> One-on-one dialogue with corporate and center retailer representatives Conversations and speaking engagements at industry events
Customers (Shoppers)*	<ul style="list-style-type: none"> Customer engagement surveys and conversations Management offices at each center Live customer support hotline 	<ul style="list-style-type: none"> Active engagement of shopper feedback through social media channels, online review sites, Tanger Mobile App, and onsite surveys Shopper engagement at onsite community events
Community Partners	<ul style="list-style-type: none"> Listening sessions and direct dialogue with partners including local governments, planning boards, visitor bureaus, chambers of commerce, citizen groups, and non-governmental (NGO) partners 	<ul style="list-style-type: none"> Board service by local Tanger leaders on NGO and community boards and committees Employee volunteerism projects
Employee Team Members	<ul style="list-style-type: none"> Performance reviews Formal reporting mechanisms for issues (e.g., fraud, harassment, etc.) Wellness, benefits and financial workshops 	<ul style="list-style-type: none"> Online portals for benefits, wellness and development information Surveys Job skill and leadership training
Suppliers	<ul style="list-style-type: none"> One-on-one meetings 	<ul style="list-style-type: none"> Human rights Environmental impact Supplier diversity Supply chain management Workplace conduct

* Tanger is working to enhance these programs in 2023 with new, best-in-class digital-first resources that will enhance shopper engagement and benefits, to better serve our shoppers and retail partners.

ESG Governance

Tanger’s ESG governance structure works across company functions and levels, including our Board of Directors, to integrate our approach throughout our business operations and plans.

ESG Executive Committee

Our ESG Executive Committee leads the governance of related matters at our company, chaired in 2022 by our General Counsel. Consisting of senior leaders, the ESG Executive Committee advises on the company’s strategic approach and monitors progress toward achievement of goals.



The ESG Executive Committee reports ESG performance and plans to the Board of Directors as appropriate. ESG issues may also be reviewed by the appropriate Board committees, which have formal oversight of certain ESG matters. Refer to the “Our Governance” section of this report for additional information on our Board’s approach to ESG matters.

ESG Executive Oversight

Senior leaders have oversight of priority ESG topics as relevant to their position and expertise:

General Counsel	Chief People and Culture Officer	Executive Vice President, Chief Operating Officer	Executive Vice President, Chief Financial Officer and Chief Investment Officer
<ul style="list-style-type: none"> • Corporate Governance • Ethics and Compliance 	<ul style="list-style-type: none"> • Talent Development • Diversity, Equity, and Inclusion 	<ul style="list-style-type: none"> • Environmental Sustainability including Energy, Emissions, Water, and Waste 	<ul style="list-style-type: none"> • Cybersecurity

Tanger's ESG Executive Committee governs strategic focus areas and key initiatives across the enterprise.



Environment

FOCUS

Operating Sustainably

Major Initiatives

- Drive energy efficiency and emissions reductions
- Achieve LEED certification of our centers
- Increase solar energy and EV charging infrastructure



Social

FOCUS

Creating a Positive Workplace

Major Initiatives

- Enhance talent development programs
- Establish employee engagement survey
- Launch Employee Resource Groups



Governance

FOCUS

Ethics and Integrity Throughout the Business

Major Initiatives

- Engage shareholders
- Enhance ESG data management and reporting
- Establish supply chain policy

ESG Reporting

Our goal is to utilize best practices in every aspect of our business, and we continue to enhance our reporting practices through alignment of highly regarded disclosure frameworks and increasingly, the use of digital tools. Our ESG report is guided by the standards of the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB), now part of the International Sustainability Standards Board, and the Task Force on Climate-related Financial Disclosures (TCFD). In addition to our ESG report, we disclose to the Global Real Estate Sustainability Benchmark (GRESB) and CDP (formerly the Carbon Disclosure Project).

Proud Signatory of the United Nations Global Compact






In 2022, Tanger became a signatory to the United Nations Global Compact, committing to the adoption of sustainable and socially responsible policies, alignment with the Compact's Ten Principles, and reporting on implementation. We will be submitting our first Communication on Progress in 2023.



Progress Towards 2022 ESG Goals

Since 2016, we have set goals and shared our progress to demonstrate our commitment to ESG performance, transparency and accountability. Tanger set 18 short- and long-term goals in 2022, and we are proud to have achieved 9 of them. As noted below, certain goals have been updated to better align with our business strategy as discussed further in the following pages.

People

-  Implement Employee Voice platform by 2023, establish a baseline employee engagement score and launch DEI-focused employee listening
-  Develop internal DEI ambassadors by 2023 to sustain continued bias reduction training across all locations
-  Implement bias reduction training and calibration sessions in performance reviews beginning in 2022 to bolster equitable working practices
-  * Achieve WELL Health-Safety Rating at 100% of our centers by 2022
-  Enhance well-being resources and educational programs for Tanger team members by 2023

* Achieved for all U.S. owned and managed centers. Tanger Palm Beach, which we began managing in July 2022 through a strategic partnership, is expected to achieve the WELL Health-Safety Rating in 2023








Community

-  Increase company-sponsored volunteer hours by 15% each year in order to reach 4,000 hours annually by 2025
-  Increase employee volunteerism program participation rate to 75% by 2025
-  Establish green lease program by 2025

Governance

-  UPDATED TO 2024 Certify all centers as “StormReady” by U.S. Department of Commerce and National Weather Service by 2023
-  Complete scenario planning in line with TCFD recommendations by 2025
-  UPDATED TO 2023 Develop and publish a supply chain policy by 2022

Planet

-  Achieve net zero carbon emissions by 2050
-  Reduce portfolio energy use and Scope 1 and 2 greenhouse gas (GHG) emissions by at least 15% by 2025 from 2019 baseline
-  UNDER REVIEW Decrease water usage rate by 5% each year across our portfolio until 2025 from 2019 baseline
-  Double renewable energy infrastructure of solar rooftops and carports from 2021 to 2022
-  Double EV charging stations from 2021 to 2022
-  Increase rooftop beehives at Tanger to nine U.S. properties by 2022
-  Achieve Silver or Gold LEED® certification at an additional six centers, certifying over half of the portfolio’s gross leasable area (GLA)
-  Electrify 100% of our operational fleet by 2030

03 Our People

Creating a Positive Workplace

We aim to create an engaging, equitable workplace where all people are welcomed, valued, and have opportunities to thrive.

Our Employee Team Members	18
Our Approach	19
Our Culture and Values	19
Diversity, Equity, and Inclusion	20
Talent Acquisition	26
Total Rewards	29
Health and Safety	30
People Goals for 2023 and Beyond	33



SONYA, PROPERTY OPERATIONS

Our Employee Team Members

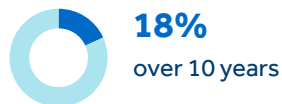
Tanger’s talented people are integral to our success - they bring our mission to life. We are committed to creating a diverse, equitable, and inclusive workplace and consider these principles essential tenets of our Core Values. Our strong employee team member tenure held steady from 2021, which we believe is a testament to our positive workplace culture.

Tenure and turnover

341
full-time employees

262
part-time employees

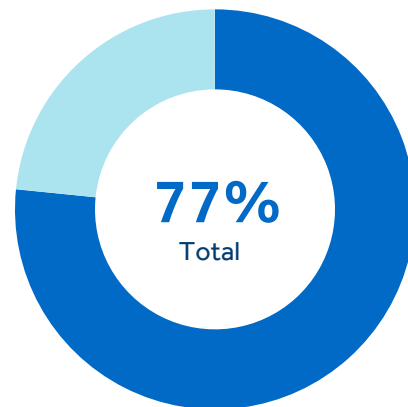
Average Tenure
5.5 yrs



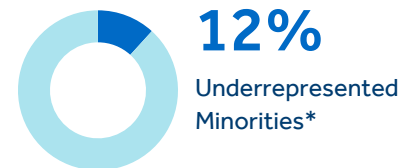
Turnover (Full-time employees)



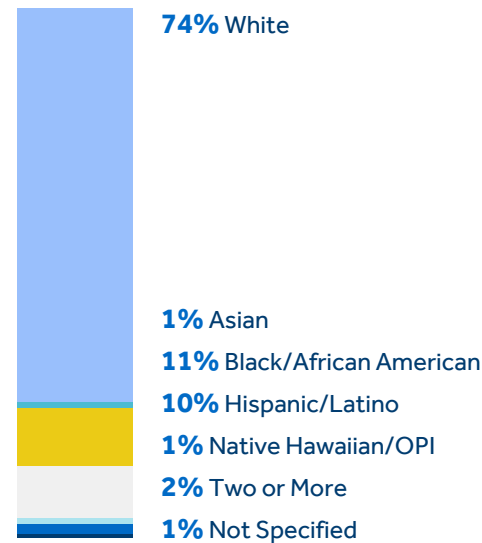
Women representation



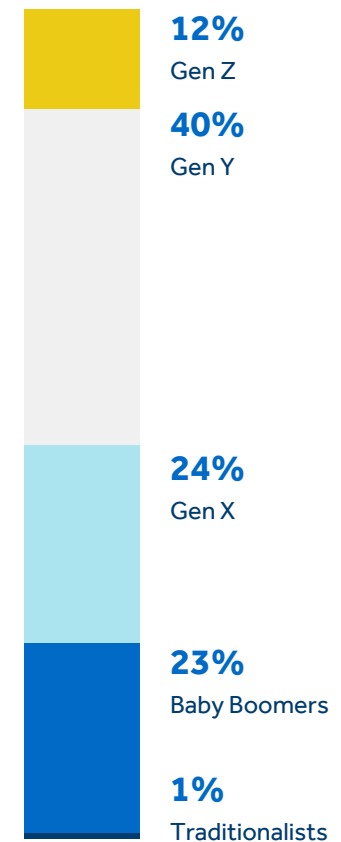
Executive leadership team by race and ethnicity



All employees by race and ethnicity



All employees by generation



Demographic data as of December 31, 2022

* Includes American Indian/Alaska Native, Asian, Black/African American, Hispanic/Latino or Native Hawaiian/Other Pacific Islander (OPI)

Our Approach

Tanger values diverse perspectives, backgrounds, and unique contributions and aims to create an environment where everyone is valued and respected. Our approach to talent management, including policy, training, goals and targets, is designed to foster a fair, equitable, inclusive, collaborative, and entrepreneurial culture. Our People and Culture team leads our talent strategy focusing on six areas:

- **Diversity, Equity, and Inclusion (DEI):** We recognize the importance of having a diverse and inclusive workplace, and we work to create an environment where everyone feels included
- **Talent Management:** We aim to attract, develop, and retain top talent, so that we can continue to grow and succeed as an organization
- **Learning and Development:** We offer opportunities for learning and development to our employees, so they can continue to develop their skills and advance their careers
- **Employee Engagement:** We strive to keep our employees engaged and motivated, which helps us to achieve our shared goals
- **Total Rewards:** We offer a comprehensive rewards package that reflects our commitment to our employees and their contributions to our success
- **Safety, Health, and Wellness:** We prioritize the health and well-being of our employees and provide a safe and healthy work environment

Our Culture and Values

Our Core Values drive our culture and enable us to share a set of principles to act as “one Tanger” across our locations while empowering each team member to grow and contribute.



Consider community first

Our diverse communities are the heartbeat of our business. Our decision-making must reflect the varied perspectives that contribute to making Tanger a welcoming environment for all. We work to embrace these differences which strengthen Our Tanger. Our philanthropic and sustainable commitments exist to better all the communities we serve.



Seek the success of others

We are all in this together, and we believe true success can only be achieved when it is experienced by our shopping center guests, retail partners, and team members alike. We strive to create a culture of inclusion, where we can all be better – together.



Act fairly & with integrity

Our bond is strongest when we act with integrity and fairness in everything we do. Tanger’s commitment to ethics lives throughout every level, interaction and function of the organization and is what we are known for.



Make it happen

This is the Tanger state of mind, and it is deeply rooted in our heritage. We are empowered to take smart risks, innovate and to use our voices to advocate for our ideas and for others within our communities.

Diversity, Equity, and Inclusion

Tanger is dedicated to creating and sustaining a company culture that mirrors the diverse experiences, perspectives and viewpoints of our people, partners, and communities. We believe that when everyone feels welcomed, respected, and supported, we all can thrive.

Incorporating DEI into our operating practices is a business-driving strategy at Tanger:

- Embracing diverse perspectives, styles, and approaches helps us appeal to a wide range of shoppers, attract and retain top talent, and serve the needs of multicultural communities.
- Cultivating an inclusive environment is the foundation of a dynamic and productive workplace and a welcoming shopping experience.
- Promoting equity in our operations and communities is an integral aspect of our dedication to ethics and integrity.

We bring our DEI commitment to life through three areas of focus:

People, Education, and Leadership and Action.



**GINO,
PROPERTY
OPERATIONS**

**AMY,
PROPERTY
OPERATIONS**

**JARRETT,
PROPERTY
OPERATIONS**

**JONATHAN,
TENANT
COORDINATION**

**ERICA,
PROPERTY
OPERATIONS**

**SONYA,
PROPERTY
OPERATIONS**

Diversity, Equity, and Inclusion at Tanger – Our Strategic Pillars



Strive to be more diverse and inclusive

People

We will strive as a company to be more diverse and inclusive, providing equal opportunities to customers, partners, stakeholders, Board of Directors, and all current and future employees. We will cultivate a culture that better recruits, hires, represents, invests, and promotes diverse peoples.

Why

The faces of Tanger need to be reflective of our communities to remain competitive, and more importantly, become the brand that is first choice among all people.



Build awareness and educate

Education

We will build awareness and educate employees and stakeholders about the value and importance of diversity, equity, and inclusion. We will identify topics and best delivery methods for a robust training program that aligns with our corporate culture and strategy.

Why

Tanger must meet employees where they “are” in their awareness and actively build greater understanding and confidence through an ongoing cultural focus.



Provide opportunities for everyone to be heard

Leadership & Action

We will create a safe place which values our employees and stakeholders. We will provide opportunities for everyone to be heard in order to advocate for and uplift change. We will focus on actions that will propel us forward in the advancement of equity and inclusion for all.

Why

Recognizing that diversity, equity, and inclusion is strategically critical to our future, we must take an active role to impact change both within our company and in the communities in which we do business.

DEI Progress: People

At Tanger, we understand that being a diverse and inclusive company requires equal access to opportunities for current and future employees. We strive to deliver this mindset in all aspects of the employee experience, including a robust and transparent performance management process. We enhanced our performance management practices in 2022 by including calibration sessions to enable individual performance review in a consistent and equitable way. Development sessions, including bias reduction training, were held for managers on the new practices.

We continue to find ways to incorporate our team members' perspectives in how we operate. In 2022, we added a paid holiday in celebration of Martin Luther King, Jr. Day in response to employee feedback.

Employee Resource Groups at Tanger

For many years, organic groups of employees have come together around shared identities, experiences, and interests. We believe these groups add value to the organization and present avenues for meaningful dialogue and progress toward our DEI goals. In May 2023, Tanger formally launched three Employee Resource Groups: Women of Tanger, LGBTQ+ Community at Tanger, and People of Color at Tanger. We are developing additional resources to support these groups as they help create a workplace environment where everyone is welcome, respected, heard, and supported.



TANGER PRIDE CELEBRATION, COLUMBUS, OH

DEI Progress: Education

An important part of fostering a positive workplace is creating awareness and education about the importance of diversity, equity, and inclusion. In 2022, our DEI Council identified education and training topics that aligned with the company culture and continued to drive our progress.

To further the impact of these commitments, Tanger is expanding the reach of the DEI Council in 2023 and evolving the group to become the "OurTanger Core Values Council," which will be focused on deepening Tanger's commitment to a cross-functional DEI strategy. The Core Values Council will be made up of a group of diverse employees from across the company who are committed to creating and sustaining an organizational culture that reflects the collective mixture of unique experiences, perspectives, and viewpoints of Tanger's people, partners, and communities.

Core Values Speaker Series

In 2022, we continued our Core Values Speaker Series, inviting Tanger team members to attend sessions with celebrated speakers that personify our Core Values.

In November, Tanger CEO Steve Yalof welcomed Lauren Bush Lauren in a fireside chat about FEED, her social impact business and lifestyle brand that creates products to feed the world. Since 2007, FEED has helped provide over 126 million meals through the nonprofit's giving partners globally and in the U.S. The conversation served as inspiration to all attendees on how to further incorporate Tanger's core value of Consider Community First into their own lives.



CORE VALUES SPEAKER SERIES



LAUREN BUSH LAUREN OF FEED PROJECTS

Celebrating Our Diverse Heritages

Heritage celebrations are important aspects of the way we connect with the many backgrounds and experiences that make up the workforce at Tanger. We celebrate the diverse cultures of our employee team members with awareness and educational communications, events, and volunteerism opportunities. These sessions are highly regarded by our employees and often prompt informal conversations and culture enhancements that strengthen our organization.



BENJAMIN CHENG, Esq.

An Asian American Pacific Islander (AAPI) allyship discussion led by a diversity and inclusion specialist helped us learn about social and systemic issues faced by the AAPI community and how we can be allies.



TANGER TEAM MEMBERS

Tanger honored Pride Month by organizing a special in-person volunteer opportunity. Employees participated in a professional development workshop at a nonprofit service organization where we were able to learn from and provide career advice to LGBTQ+ youth experiencing homelessness.



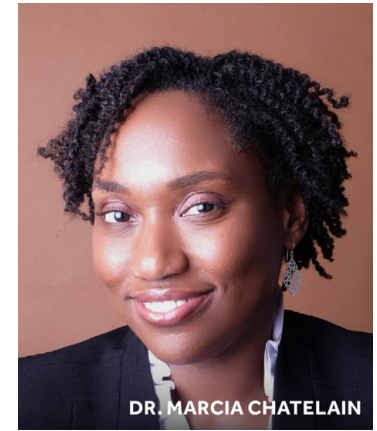
JUDITH PÉREZ-CARO, Ph.D.

During Hispanic Heritage Month, we celebrated Hispanic culture with an experiential event that gave employees a taste of the rich history and traditions of Hispanic communities.



MAGGIE BLACKHAWK

During Native American History Month, Tanger invited the co-founder of the New York University-Yale American Sovereignty Project for a moderated discussion about community, Native heritage, and social change.



DR. MARCIA CHATELAIN

Tanger celebrated Black History Month through a speaker series with discussions on racial inequity with professors from Yale University's School of Law and Department of African American Studies.

DEI Progress: Leadership and Action

At Tanger, we are steadfast in our commitment to DEI, extending it beyond our organization into our communities. Tanger's volunteerism is dedicated to creating service opportunities with nonprofits focused on inclusion as part of their mission. Read more about our volunteer and giving efforts in the "Our Community" section of this report.

Celebrating the Leadership of Dr. Martin Luther King, Jr.

The legacy of Martin Luther King, Jr. is recognized each year through the call for a national day of service. We encouraged team members to take the opportunity to volunteer in their communities. Employees were offered a variety of ways to get involved; Tanger supported the effort through nonprofit partnerships and volunteer activity matching across the country.

The Power of Art

Tanger also celebrated Dr. King through creative and artistic expression.

- Employees submitted artwork inspired by Martin Luther King, Jr.'s legacy to create a digital mosaic encompassing our community's collective commemoration.
- Tanger Mebane hosted a community-based arts initiative in partnership with local schools to create artwork that was displayed at the center during the weekend leading up to Martin Luther King, Jr. Day.
- In support of Black art, artists and cultural organizations, Tanger made a donation to both The Black Artist Fund and the Black Art Futures Fund.





Talent Acquisition

Tanger's approach to talent acquisition involves actively seeking a diverse range of candidates to fill the wide range of employment opportunities across our organization. We collaborate with nonprofits, communities, universities, and colleges to connect with top talent.

This year, we expanded our toolkit by adding LinkedIn Recruiter. This platform enables us to create a strong pipeline of talent by helping identify candidates who possess the necessary skills and experiences for open roles. The platform's features such as direct in-mail have also enhanced our communication with potential candidates.

Talent Development

Tanger is dedicated to fostering an organizational culture where performance, growth, and the expression of core competencies are recognized and rewarded. Core Values are integrated into our performance management system and employees' individual development plans. Our approach aims to help our people build skills for their current position and support their future career aspirations.

We offer personal and professional development programs and resources that encompass a range of functions, positions, and levels, starting with thorough orientation to the Tanger organization. Training opportunities include topics related to, among other things, operational training, leadership development, customer service, and technology training. In 2022, Tanger employees completed 4,743 total training hours, an average of nearly 8 hours per employee. This includes 1,892 hours focused on topics related to ESG matters.

Tanger also encourages employees to continue their education and work toward a degree program at an accredited college or university. Eligible employees can receive up to \$5,250 per calendar year for reimbursement of tuition costs for classes taken.

General Manager Onboarding

This year, as part of our strategy to empower center leadership, we enhanced our General Manager (GM) onboarding program. New managers participate in training and team building activities with support from Operations, Tenant Coordination, and Field Marketing throughout their first 90 days. Leaders from our People and Culture and Operations teams facilitate initial integration into the business with on-site, one-on-one guidance on Tanger's mission, priorities, and role expectations. Internal trainers continue to visit centers for ongoing support.

Welcome, Tanger Palm Beach

Upon entering into a strategic partnership to assume the marketing, leasing, and property management responsibilities at the Palm Beach, Florida center in 2022, we welcomed employees to Tanger through a comprehensive onboarding experience. Members of the corporate Operations and People and Culture teams were on-site for the initial week to support new team members with one-on-one guidance and resources. Steven B. Tanger, Executive Chair of the Board, joined for a day to meet the team, lead a property walk, and engage on ideas and goals for the center.



PALM BEACH, FL

Tanger Business Accelerator Program

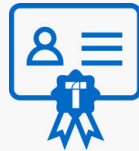
In April 2022, we assembled a group of high-performing team members for the inaugural Tanger Business Accelerator Program. Tanger team members from functions across the company worked with executive leaders to assess our business and identify initiatives to drive growth. Groups shared insights and exchanged ideas with an objective to identify two initiatives that will bring positive change to our communities, stakeholders, and partners. Participants presented their initiative recommendations to the executive leadership team at our newest property in Palm Beach. Their presentations focused on next-generation sustainability and experiential entertainment efforts, demonstrating the incredible talent and spirit of innovation at Tanger.

Engaging Our Team Members

We value our employee team members and strive to create an engaging environment where everyone feels valued. In addition to informal feedback mechanisms, we utilize new hire and pulse surveys to understand employee perspectives and drive our connection. Exit surveys and discussions also help to inform continuous improvement in our practices. In June 2023, Tanger launched a formal employee engagement survey and will utilize team members' insights and experiences to establish a baseline engagement score and further shape the future of Tanger.

Mission, Vision, and Values Awards

Recognition is an important part of how we integrate our Core Values into our culture and celebrate those who exemplify them. In December 2022, we had our first special awards presentation of the Mission, Vision, and Values Awards. Twenty awards were presented by the Office of the President and other leaders at the Holiday Town Hall. A team member from each department was chosen for each of four awards categories:



Make it Happen Award

Recognizes team members who created or implemented a special project, program, or process that resulted in measurable value to Tanger business goals.



Leadership Award

Team members selected exhibit exemplary leadership skills that contribute a culture of inclusivity and diversity in the workplace and in the community.



Tanger Ambassador Awards

Awarded to team members that excel at creating positive working relationships and are involved in their local community.



MVP Award

Recognizes team members whose presence on the team results in a positive work life experience for co-workers.

Total Rewards

Tanger's Total Rewards program aims to support the financial, physical, and mental health of employees through comprehensive benefits. Our compensation program rewards cross-department collaboration and teamwork as well as individual contributions toward achieving our annual and longer-term goals.

Tanger is committed to annual performance management assessment and dialogue as an essential part of a high performing organization. Our process aims to support managers and team members to ensure each person is evaluated and rewarded in a consistent manner. We plan to establish a formal architecture for pay equity reviews in 2023.

The Tanger Incentive Program rewards field employees for meeting and exceeding set goals, including environmental performance metrics. Full- and part-time employees are included in our 401(k) plans, which offer immediate vesting and dollar-for-dollar matches for employee contributions up to 3%, and \$0.50 for every dollar contributed on the next 2% deferred. Part-time employees also participate in paid time off after five years of service and are eligible to participate in our accident and critical illness voluntary benefits. In 2023, we will launch a comprehensive Financial Wellness Program and an enhanced bonus program.

Team Member Well-Being

The well-being of our employees in and out of the workplace is important to us, so we provide physical and mental health resources, wellness incentives, and an Employee Assistance Plan. Benefits enhancements that took effect in 2022 lowered employee costs for health care insurance, enhanced medical coverage, and increased coverages for disability income, dental, and life insurance. As part of our WELL Health-Safety Rating, we also increased paid time off for full-time employees beginning in 2023.

We aim to be inclusive of the unique needs of individuals in our workforce in our coverage and support, which includes life situations such as infertility, interpersonal and domestic violence, substance abuse recovery, hearing loss, gender dysphoria, and gender transition.



TANGER BUSINESS ACCELERATORS, PALM BEACH, FL

Health and Safety

Health, Safety, and Wellness in our Facilities

At Tanger, we are dedicated to establishing a safe and protected atmosphere for our staff, customers, and all individuals who visit our centers and offices. Our approach to environmental health and safety focuses on proactive measures, including policies, standards, procedures, training, and assessments, to prevent potential hazards. We follow all applicable laws and incorporate health and safety standards from organizations such as the American National Standards Institute, International Organization for Standardization, and Occupational Safety and Health Administration (OSHA).

The majority of Tanger employees are administrative, so we work to prevent common office injuries through resources provided in the Tanger Wellness Program. We also offer ergonomic keyboards and workstations and stand-up desks by request. All of our offices and centers are equipped with first aid kits and automated external defibrillators (AEDs). Tanger offers annual First Aid, CPR, and AED training through our partnership with the American Red Cross.

In the event of an injury, we require that managers in both the People and Culture and the Insurance and Risk Management departments are informed. All injury reports are evaluated and tracked including the nature of the injury, time lost, treatment needed, and expenses incurred. If we find there is fault or the accident could have been prevented, we take measures to support future prevention. We had no OSHA or other fines or penalties in 2022.

Tanger and our workers' compensation insurance carrier conduct periodic assessments to review safety procedures and protocols and identify potential hazards. Eight to ten centers are typically inspected each year, rotating to ensure each center is visited regularly.



MEMPHIS, TN

Fostering WELL-being at our Centers

At Tanger, we recognize that our communities look to our centers as safe, welcoming places to shop, dine and gather. Our policies and procedures are designed to protect the well-being of our employees, retail partners, and shoppers.

We are proud to have achieved the International WELL Building Institute's (IWBI) WELL Health-Safety Rating for Facility Operations and Management for all U.S. owned and managed properties in the company's portfolio in 2022.

Informed by the WELL Building Standard and more than 600 building and health scientists, practitioners, representatives from the business community, and other experts, the WELL Health-Safety Rating for Facility Operations and Management is a roadmap for driving resilience across both business policies and operational plans. This designation underscores Tanger's continuing commitment to be a safe and welcoming space for all.

Tanger used the WELL rating criteria to enhance our health and safety policies and practices across our centers and at corporate headquarters, including:

- enhancing sanitation procedures
- implementing additional emergency preparedness programs
- augmenting employee benefits
- conducting air and water quality assessments

Tanger is also promoting health and well-being through regular communications with stakeholders, including the sharing of health resources at our centers. We will continue to follow WELL guidelines and implement best-in-class procedures set by the organization each year.



Crisis Preparation and Response

To support the safety of our employees, shoppers, and visitors to our centers in the event of an emergency, Tanger has a Crisis Management Playbook that outlines various roles, responsibilities, and procedures to handle a range of crises. We regularly review and update the Playbook with best practices and emerging situations to promote preparedness. We also provide emergency action training to all employees annually.

Our crisis communications platform, provided by third-party risk management vendor Preparis, is used to notify our employees, vendors, and retailers of emergencies or events such as center closures. It can also be used for recipient response communication in situations where needed, such as confirmation of safety. We have over 14,000 users in the system, which includes all employees and retailer and vendor contacts across the portfolio.

Natural Disaster Readiness

Our policies and procedures include response to natural disasters including extreme weather events such as earthquakes, tornadoes, and storms. Tanger is a Weather-Ready Nation Ambassador of the National Oceanic and Atmospheric Association (NOAA), which is an initiative to strengthen partnerships between NOAA and external organizations in building community resilience in the face of increasing vulnerability to extreme weather and water events. In 2022, we reviewed and revised our WeatherReady plans to include scenario-specific plans for business continuity. We are working toward certification of all centers as "StormReady" by the U.S. Department of Commerce and National Weather Service by 2024. Seven centers were certified during 2022.





People Goals for 2023 and Beyond

- Implement an **Employee Engagement Survey** to establish a baseline employee engagement score in 2023
- Enhance **well-being resources and educational programs** for Tanger team members
- Deepen Tanger's cross-functional DEI strategy through the launch of the **OurTanger Core Values Council and Employee Resource Groups** in 2023 and sustain continued bias reduction training across all locations

04 Our Community

Contributing to Strong, Vibrant Communities

We actively serve our communities through partnerships with nonprofits, community leaders, and retailers.

TangerCares	35
Giving Back Through Volunteerism	36
TangerKids	37
Hometown Heroes	38
Our Local Impact	39
TangerPink	41
Community Goals for 2023 and Beyond	42



FOLEY ELEMENTARY, TANGERKIDS GRANT RECIPIENT



TangerCares

Tanger’s Core Values include consideration of communities in all we do. Our centers and headquarters are part of the economic and social fabric of the communities in which we operate, and we are committed to ensuring that we all have the opportunity to thrive. To promote healthy and vibrant communities, Tanger provides financial support to nonprofits and community organizations. Employees also volunteer time and expertise, and each center gives access to partner organizations for community events and charitable activities. Whether at the local or national level, our efforts are targeted toward addressing vital needs and improving the quality of life of our communities.

Community Impact

\$716K

2022 annual giving

\$22.7M

in total giving since 1994

4,875

2022 company-sponsored volunteer hours

74%

Employee volunteer participation rate across our operations

Over
\$3.3M

contributed to school-focused initiatives since 1996

Contributions of nearly
\$18.8M

to support breast cancer awareness and research since 1994

Giving Back Through Volunteerism

Supporting our communities is an important aspect of our culture that employees take to heart. Throughout the year, Tanger team members dedicate their time and talent through our volunteerism program, which offers 40 hours of paid time to employees to support their communities.

We encourage all employees to use their paid volunteer time and set a goal of 4,000 hours of volunteerism annually and a 75% employee participation rate by 2025. In 2022, we exceeded our hourly goal by contributing 4,875 hours of service and nearly reached our participation rate goal with 74% of our employees participating. To further promote company volunteerism, we created a 40 Hour Club, which recognizes team members that record 40 hours of service on an annual basis. In 2022, 66 employees joined the club, a 267% increase over 2021.

Rise Up

In North Carolina, our headquarters' home state, one in four jobs is in the retail industry. We believe that retail jobs can open doors to many fulfilling careers regardless of prior experience or education. In 2022, we began participation in Rise Up to help youth succeed in the retail industry and beyond. Rise Up is a National Retail Federation training program that offers a range of resources including free online training courses, job search assistance, and networking opportunities as well as a credential opportunity.

Tanger worked to bring Rise Up curriculum to high schools and youth-serving nonprofit organizations in North Carolina and activated the program at the Greensboro Boys & Girls Club (Club). Thirty-three participating Club members excelled through the program and received credentials, which recognize a mastery of essential customer service and sales skills, an understanding of the retail industry and its impact on the economy, and best practices for interviewing and exploring careers.



LOW COUNTRY FOOD BANK FOOD DRIVE, MYRTLE BEACH, SC

TangerKids

The TangerKids grant program was created to support the specific funding needs of community schools – from academic materials to extracurricular programs. In 2022, Tanger awarded 146 grants totaling \$160,000 to schools and educational programs across the U.S., each customized to the recipient’s needs. 72% of those grants funded teacher-led initiatives designed to support more inclusive classroom environments for underserved schools and student populations. Since 1996, Tanger has proudly made over \$3.3 million in total contributions through school-focused initiatives to support the future of our youth.

TangerKids Day

In September 2022, Tanger launched TangerKids Day, a celebration of our education and nonprofit partners across the country. Team members across the country visited grant recipients at their schools to hand deliver over 100 TangerKids grant checks and host celebration events to honor the schools’ educators and students. Tanger also empowered its team members to recognize TangerKids Day by participating in volunteer events and actively giving back to schools in their own communities.



Commerce, GA

Building a “Bookshelf Theater” allowing students the opportunity to craft performances and foster self-confidence.

“Receiving the Tanger grant was a game changer for my class. The students have performed six plays on the stage for an audience of their peers and families, and we have had so much fun learning.”

– East Jackson Middle School



Daytona Beach, FL

Purchasing high-quality noise-canceling headphones for special-needs learners and sensory friendly headphones for students with Autism.

“Thank you Tanger for providing us with the funds to purchase the equipment we needed (high-resolution wireless headphones) to help our students close the gap between their reading abilities and their interest levels. Our students truly are listening, learning, and loving to read!”

– Woodward Avenue Elementary



Foley, AL

Obtaining materials and educational toys for speech therapy sessions helping design the sessions to improve student engagement.

“I am able to design therapy sessions using toys and games to improve student engagement in the activities as well as targeting specific speech and language targets.”

– Magnolia School

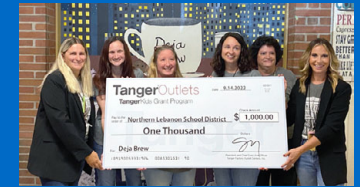


Savannah, GA

Purchasing literacy materials and tools for English language learners.

“These resources will help language learners learn their letters, letter sounds, and get them on the right path to reading like a pro!”

– Carrie E. Gould Elementary School



Hershey, PA

Helping to expand the school-based coffee shop that houses a vocational training program.

“The students at Deja Brew were thrilled to be able to purchase new equipment and products to help the coffee shop grow as preparation for the world of work.”

– Northern Lebanon High School

Hometown Heroes

Tanger is grateful for all who serve and protect our communities – medical and rescue personnel, firefighters, police, and armed forces. We have a long tradition of honoring our hometown heroes through donations, volunteerism, and the use of our facilities. In 2022, we contributed \$63,000 through localized giving and events.

Tanger Charleston opened the Hall of Hometown Heroes to honor local military, first responders, and healthcare, education, and community workers in October 2022. The program was launched with open nominations and voting to select heroes that received a \$250 Tanger Shopping Spree, gifts from our retailers, and a photo shoot with a local photographer. We honored these heroes during our Holiday Parade and Tree Lighting Ceremony to share our community's appreciation of their service.



AWARDING HOMETOWN HEROES GRANT, GLÉNDALE, AZ (WESTGATE)

Our Local Impact

At Tanger, we believe that giving and volunteering locally helps us build stronger relationships with shoppers and employees as well as address the needs of each community. We are proud to be a hub of giving activity in our communities.



Employee leadership on over 50 nonprofit boards, chambers of commerce, local associations, and city councils help build great places to live, work, and play.



Employees demonstrated their commitment to the places they live and work by volunteering at more than 180 local nonprofits.



Tanger centers held more than 80 local cause campaign events at our properties, creating community spaces to gather and give, including:



40+ donation drives for food, school supplies, coats, shoes and socks, and more to help ensure the needs of our communities are met.



Nearly 40 blood drives to address a critical health need across the country.

Connected to Our Communities

Our connection to our local communities is important to us as we look to refine our giving strategy. We are planning to engage our stakeholders and conduct an impact assessment in 2023 to help define focus areas for our program that will increase positive impact.



VOLUNTEERING AT THE TRINITY RIVER CLEAN UP, FORT WORTH, TX

A Season of Giving

The holiday season is a busy one for our Tanger teams, but they make the time to volunteer and donate annually. In 2022, Tanger held 32 local holiday giving activations including toy drives, holiday meal and food drives, gift-wrapping events, and fundraising events for local nonprofits.



"Angel Tree" gift donations in Foley, AL; Fort Worth and Houston, TX; Riverhead, NY; and Savannah, GA.



Pet photos with Santa to benefit the Humane Society in Branson, MO.



A toy and coat drive in Columbus, OH.

TangerPink

Our enduring commitment to end breast cancer is expressed through our signature TangerPink campaign. The annual effort joins Tanger team members, retail partners, and shoppers together to drive awareness of early detection, support educational programs that improve the lives of women diagnosed with breast cancer, and fund research to find a cure. Recipients of the funds raised include the Breast Cancer Research Foundation (BCRF) as well as local organizations engaged in the fight against breast cancer.

Shoppers across the country made donations and received a TangerPink Card for 15-25% off participating stores. This year, TangerClub Members received an even deeper discount at TangerPink participating stores when donating to our campaign. Over 130 retailers participated including more than 20 new brands such as American Eagle Outfitters, Aerie, Champion, Disney Outlet, Samsonite, and others.

We raised \$385,000 in 2022 through our 29th TangerPink campaign. Tanger presented \$250,000 of the total raised to BCRF, and the remainder to 33 local organizations*. Notably, Tanger has been able to directly fund 90,000 hours of research since the partnership began with BCRF in 2011. Since TangerPink began in 1994, we have raised nearly \$18.8 million to support this important cause.

Local TangerPink Events

Tanger hosts local events in support of the TangerPink campaign:



Our popular Tanger 5K events in Tilton, NH; Deer Park, NY; and Foxwoods, CT



Fundraising with a golf tournament in Rehoboth Beach, DE

* Includes Canadian properties



Community Goals for 2023 and Beyond

Generate **4,000 hours** of company-sponsored volunteer time annually

Reach and maintain employee volunteerism **participation rate of at least 75%**

Continue commitment to raise funds for breast cancer research with annual **\$250,000 donation** to BCRF

05 Our Planet

Minding Our Environmental Impact

We are committed to taking steps to mitigate climate change through embedding energy efficiency and sustainability measures in center operations, new center development, and retailer partnerships.

Operating Sustainably	44
LEED Certification	45
Climate Change	47
Water Use	52
Waste Diversion	53
Environmental Performance	54
Planet Goals for 2023 and Beyond	55



COLUMBUS, OH

Operating Sustainably

Doing our part to conserve natural resources is good for the planet and supports expense control and risk management, which are two key tenets of our business. We are committed to reducing the environmental impact of our operations and promoting sustainability with our stakeholders. Tanger's sustainability approach addresses four aspects of our impact: energy, greenhouse gas (GHG) emissions, water, and waste.

Integrating Environmental Considerations into Operations



Goal Setting and Reporting

We set environmental sustainability goals, regularly track our progress, and report on our achievements to stakeholders



Data Monitoring and Measurement

We continuously monitor and measure our energy consumption, GHG emissions, water usage, waste generation, and other environmental metrics to identify areas for improvement



Standards and Best Practices

We follow industry standards and best practices for environmental sustainability, such as the Leadership in Energy and Environmental Design (LEED) standards



Executive and Board Oversight

Our Executive Leadership Team and Board of Directors provide oversight and direction for our environmental sustainability efforts, ensuring that sustainability is integrated into our corporate strategy and decision-making processes

Tanger's environmental management system guides our approach and aligns our practices with ISO 14001 standards. Our sustainability efforts are led by the Executive Vice President, Chief Operating Officer, and environmental considerations are incorporated into every aspect of our business, including our business plans and budget. Center management bonus criteria include environmental performance metrics such as a 3% annual reduction in GHG emissions from the prior year. Tanger also includes sustainability targets in executive compensation requirements.

Tanger Green Lease Program

From solar panels to reusable bags, we look for ways to partner with our retailers to reduce our shared environmental footprint. In 2022, we established a green lease program, in which retail partners agree to participate in sustainability initiatives such as energy monitoring and efficiency and recycling and waste reduction.

LEED Certification

Implementing environmentally sustainable practices at all our centers is the focus of how we integrate sustainability into our business operations. We take a LEED standards approach for developing our new centers, and have existing centers certified as feasible to ensure we are using best practices in the areas of energy, water, waste, and transportation.

Since 2021, six additional centers received LEED Gold certification from the U.S. Green Building Council, and over half of the gross leasable area (GLA) of Tanger properties is certified LEED Gold. We were proud to be further recognized for our leadership with our centers in Savannah, GA and Grand Rapids and Howell, MI receiving awards from the U.S. Green Building Council in 2022.

Tanger Nashville

Our new center in Nashville, TN opening in fall of 2023 is being built to LEED standards. In addition, we aim to be LEED Core and Shell Construction certified in its development with extensive sustainability initiatives built into the design and construction process, including:

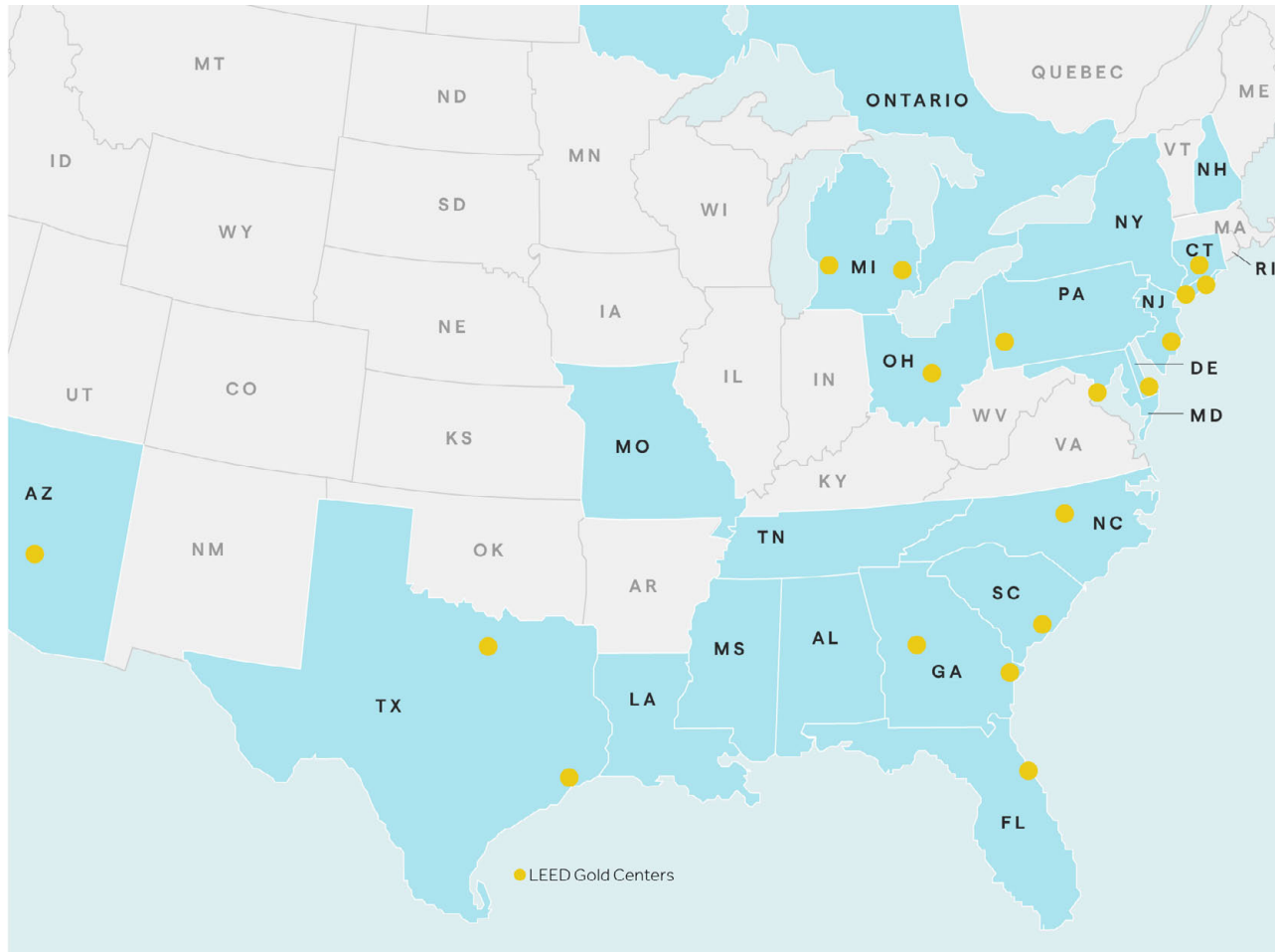
- indoor and outdoor water use reduction systems
- indoor air quality features including low emitting materials
- LED and low mercury lighting and web-based lighting controls
- construction waste management
- renewable energy production
- energy optimization



CONSTRUCTION PROGRESS AS OF MAY 2023, NASHVILLE, TN

Tanger's LEED Gold Centers

Since 2021, six additional sites achieved LEED Gold certification by the U.S. Green Building Council, resulting in over half of our gross leasable area certified as LEED Gold. Additionally, our center under development in Nashville, TN is being built to LEED standards.



LEED Gold Centers

	DATE CERTIFIED
Atlantic City, NJ	May 2023*
Charleston, SC	Dec 2019
Columbus, OH	Jan 2020
Daytona Beach, FL	Dec 2019
Deer Park, NY	Mar 2020
Fort Worth, TX	Nov 2019
Glendale, AZ (Westgate)	Feb 2020
Grand Rapids, MI	Apr 2020
Howell, MI	Dec 2019
Locust Grove, GA	Oct 2022
Mashantucket, CT (Foxwoods)	Mar 2020
Mebane, NC	Nov 2022
National Harbor, MD	Oct 2022
Pittsburgh, PA	Jan 2020
Rehoboth Beach, DE	Feb 2023*
Riverhead, NY	Nov 2022
Savannah, GA	Nov 2019
Texas City, TX (Galveston/Houston)	Nov 2019

* Preliminary approvals received during 2022 with formal certification occurring in 2023

Climate Change

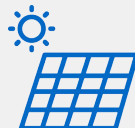
Climate change mitigation is essential for reducing the negative impacts on human health and natural ecosystems and achieving a sustainable future for generations to come. Our Climate Change Statement outlines our commitment to reducing our carbon footprint.

Tanger is committed to doing our part and actively working to mitigate our operational emissions through active management of our energy use and increasing our renewable infrastructure. In 2022, we set our intent to achieve net zero carbon emissions (Scope 1 and 2) by 2050, and since setting our first emissions reduction goal in 2016, we have been transparent about our progress and report annually to CDP and GRESB.

As we develop a plan toward net zero emissions, we set interim goals in 2022 to decrease our carbon footprint. We are proud to have achieved two of three of these goals and aim to set new interim targets to drive continued progress toward our longer-term Scope 1 and 2 net zero ambition.



Reduce portfolio energy use and Scope 1 and 2 GHG emissions by at least 15% by 2025 from 2019 baseline



Double renewable energy infrastructure of solar rooftops and carports from 2021 to 2022



Electrify 100% of our operational fleet by 2030



We continue to set and implement plans to achieve Scope 1 and 2 net zero, including allocating capital resources in our five-year budget plan. As measurement of our emissions is a critical component of planning reductions, we are investing in improvements to our data collection, management, and reporting processes that enable us to more accurately identify and act on opportunities to improve energy performance and expand our emissions inventory in order to develop a roadmap with interim targets. We plan to publish key components of this plan by the end of 2024.

Energy and Greenhouse Gas Emissions

We actively address our carbon footprint through energy management and track our energy use and Scope 1 and Scope 2 GHG emissions. Tanger's primary driver of energy use is in our centers, so we focus our initiatives there. We are continuously looking for ways to increase energy efficiency and use of renewables in alignment with our business strategy. Measures such as LED lighting at 100% of our centers, motion and daylight sensor controls equipment, high efficiency heating and cooling systems, and monitoring and control technologies help reduce our energy use. In 2022, energy use decreased 8% from 2021, driven largely by the LED lighting across all centers and lighting controls in 16 centers. These efforts led to a corresponding decrease in our emissions of 12%.

In 2021, we updated our methodology and process for measuring energy and emissions leading to better understanding of our footprint. Improvements included the transition in 2022 to a digitalized data collection platform and have resulted in a restatement of our 2021 and 2019 data. We will continue to assess the full scope of our emissions to enhance our ability to minimize them, including through investments in energy management. Measurement of several Scope 3 categories including tenant energy consumption, waste, business travel, and employee commuting is planned to begin in 2023. We are also incorporating an emissions component into our supply chain policy to enable data capture and decision-making to help lower our Scope 3 emissions.



Investing in Solar Energy

Renewable energy is an important element to the energy transition needed to combat climate change. Tanger's energy strategy also includes the use of renewables such as solar energy. In 2022, we produced 5.4 million kWh of solar energy through our existing infrastructure, representing enough energy to meet at least 50% of the power needs in common areas at these properties.

In 2022, we doubled our solar infrastructure by procuring 6.2 MW of photovoltaic panels for four new solar system installations at centers in Arizona, Florida, and Texas. In the years ahead, Tanger will continue strategically investing in renewable and other sources of clean energy in order to decarbonize, reduce costs, and increase efficiency.



Solar energy is produced at*:

- Atlantic City, NJ
- Deer Park, NY
- Riverhead, NY
- Rehoboth Beach, DE



Solar sites added during 2022**:

- Daytona Beach, FL
- Fort Worth, TX
- San Marcos, TX
- Westgate, AZ

* Site count does not include a former Tanger center where we continue to maintain operational control over solar facilities. Amounts generated at this site are included in the disclosure of total solar energy produced.

** Solar panels were acquired in 2022 and were fully activated by local utilities during 2023.



FORT WORTH, TX

Electrifying Our Fleet

Tanger made progress toward its goal of electrifying 100% of its operational fleet by 2030 with the purchase of over 30 electric cars and golf carts in 2022. 100% of security vehicles are now electric, and maintenance trucks and other vehicles are transitioning to electric vehicles at the end of their life. By the end of 2023, 50% of our fleet is planned to be electric.

Electric Vehicle Charging

Tanger continued to support the energy transition in its communities by adding 163 electric vehicle (EV) charging stations in 2022. As these stations are activated with local utility companies, the company has more than doubled shoppers' access to free EV charging when they park at a Tanger center. In 2022, Tanger provided:



Nearly

84,000

charging sessions using 580,123 kWh,
a year-over-year increase of 40%,



which avoided nearly

422,000 kg

in GHG emissions



and saved nearly

69,000 gallons

of gas



DAYTONA BEACH, FL

Creating a Buzz about Biodiversity

Our Urban Beehive program with partner Alvéole expanded to three new locations in 2022 in support of local engagement and biodiversity in our communities. Beehives at centers in Pittsburgh, PA; Locust Grove, GA; and Westgate, AZ bring our total to nine U.S. centers. Each center offers beekeeping workshops for both shoppers and employees and provides educational updates on the hives' activities online. We plan to continue expanding the program as opportunities are presented to us, including with hives at our new Nashville center when it opens.



CARING FOR OUR URBAN BEEHIVE, NATIONAL HARBOR, MD

Water Use

Tanger employs water conservation practices throughout our properties. Landscaping irrigation is a major contributor to our water use, so we have cloud-based landscape irrigation controls at 21 properties that limit watering schedules during weather events and detect leaks. We are working toward implementation of this technology at other properties as feasible, including an additional four centers in 2023. Those that remain are on well systems.

Drought tolerant and perennial plant design was a focus in 2022. We are also exploring additional rainwater capture in Pittsburgh, PA to join Houston and San Marcos, TX for use in irrigation or cleaning. Additional water efficiency measures at our centers and offices include low flow and reduced usage fixtures. We have digitalized our water data collection process to better calculate our water use, which has resulted in a restatement of our 2021 and 2019 water data. This continues to be a work in progress as current metering does not enable us to separate common area and tenant water usage. In 2022, we set a new goal to reduce portfolio-wide water usage by 5% each year until 2025 from a 2019 baseline; however, 2022 water use increased by 9% versus 2019. This increase was the result of isolated underground leaks at two centers identified through our enhanced data collection process and repaired, extreme drought in areas of our portfolio, and the addition of food and beverage to our centers as part of our strategy to add diversification and entertainment for our shoppers. We are reviewing the impacts of this strategy on our goal set in 2022 and expect to update our goal in future reports.



Waste Diversion

Tanger works to reduce waste across our operations whenever possible. All of our waste is non-hazardous, and we recycle cardboard, paper, and plastic as feasible, as well as other office waste such as coffee pods. We use electronic document signing across our operations, which reduces paper use.

In 2022, we began a new relationship with an industry-leading waste and recycling management company. This partnership has enabled us to divert 100% of cardboard from landfill. We are also diverting plastic at eight properties and aim to continue to add locations in 2024. With this new vendor, we have gained a better understanding of our waste footprint and are setting a new baseline with 2022 data and a goal to divert at least 65% of our waste by the end of 2025.

Green Team

As part of our commitment to integrating environmental sustainability throughout our operations, Tanger launched the Green Team in 2022. With 14 inaugural members from across the organization, the team works to support sustainability in our workplace, our communities, and in our homes. The team held their first large scale activation on Earth Day in April 2023. Shoppers and Tanger team members at centers across the country participated in tree planting, local environmental volunteerism projects, and at centers with our urban beehive program, beekeeping and biodiversity workshops.

Sustainability Communications

Awareness and education are two forces in driving commonplace environmental actions that can have impact at scale. Tanger regularly communicates with employees to enhance their knowledge and bring sustainability to the foreground of our operations. For example, Tanger recognized National Recycling Day by sharing information on where and how to properly recycle and how to increase recycling in team members' everyday lives.



EARTH DAY TREE PLANTING, HILTON HEAD, SC

Environmental Performance

We continue to advance our environmental measurement process to better assess our operational impact and drive sustainability improvements across our portfolio.

	2022	2021 ⁽¹⁾	2019 BASELINE ⁽¹⁾	YEAR- OVER-YEAR CHANGE	CHANGE SINCE 2019 BASELINE	
Energy & GHG Emissions⁽²⁾	Total GHG Scope 1 and 2 CO ₂ Emissions (metric tons)	9,373	10,591	12,061	(12)%	(22)%
	GHG Scope 1 CO ₂ Emissions (metric tons)	927	789	924	17 %	— %
	GHG Scope 2 CO ₂ Emissions (metric tons)	8,446	9,802	11,137	(14)%	(24)%
	Total GHG Scope 1 and 2 CO ₂ Square Foot Intensity (metric tons per 10,000 square feet)	7.0	7.9	8.6	(11)%	(19)%
	Total GHG Scope 1 and 2 CO ₂ Revenue Intensity (metric tons per \$1M revenue)	19.4	22.5	23.0	(14)%	(16)%
	Energy Use (kWh)	29,468,965	32,149,704	36,299,017	(8)%	(19)%
	Energy Square Foot Intensity (kWh per 10,000 square feet)	21,953	23,950	25,904	(8)%	(15)%
	Energy Revenue Intensity (kWh per \$1M revenue)	60,889	68,386	69,189	(11)%	(12)%
	Onsite Solar Power Production (kWh)	5,374,000	6,180,000	6,500,000	(13)%	(17)%
	EV Charging Production (kWh)	580,123	414,107	271,222	40 %	114 %
Water use⁽³⁾	Total Water Used (gallons)	252,716,835	228,146,248	231,701,455	11 %	9 %
	Total Water Square Foot Intensity (gallons per square foot)	18.8	17.0	16.5	11 %	14 %
	Total Water Revenue Intensity (gallons per \$1M revenue)	522,167	485,290	441,643	8 %	18 %
Waste	Total Waste Generated (tons)	22,346	N/A	21,050	N/A	6 %
	Total Waste Diverted (tons)	13,116	N/A	12,310	N/A	7 %
	Waste Recycled (tons)	10,776	N/A	N/A	N/A	N/A
	Waste to Energy (tons)	2,340	N/A	N/A	N/A	N/A
	Diversion Rate	59 %	N/A	58 %	N/A	100 bps

⁽¹⁾ The 2021 and 2019 GHG emissions and water data have been restated to reflect the improved data collection methodology and processes discussed above. Additionally, water intensity metrics have been restated to reflect the gross building area and revenues for all centers included in the scope of the report.

⁽²⁾ Energy use includes electricity for facilities and electric vehicles and fuel for stationary combustion used in heating facilities. Approximately 21% of our GHG calculations are based on estimated energy use because these locations are master metered, and we are unable to assess actual operational or tenants' energy use at this time (percentage is based on gross building area square footage).

⁽³⁾ Water use data includes aggregate Tanger and tenant water usage. We are currently unable to assess actual or estimated tenant water usage.



Planet Goals for 2023 and Beyond



Achieve
**Scope 1 and 2 net zero
carbon emissions**
by 2050



Establish a roadmap
to net zero carbon emissions (Scope 1 and 2)
including interim targets by 2024



Set a new
water use reduction goal
in alignment with our business strategy



Divert at least
65% of our waste
by the end of 2025



Electrify 100%
of our operational fleet by 2030



Increase retailer participation in our
green lease program

06 Our Governance

Managing Our Business with Integrity

We build trusting relationships and seek to create long-term value for our stakeholders with ethics as the foundation of our approach to ESG and our entire business.

Board of Directors	57
Ethics and Compliance	59
Human Rights	60
Responsible Procurement	60
Enterprise Risk Management	61
Climate Risk	62
Cybersecurity and Data Privacy	63
Governance Goals for 2023 and Beyond	64



Ethics and Integrity at Our Foundation

At Tanger, we believe that our strength lies in our ability to act with integrity and fairness in all aspects of our business. We understand that this approach is crucial for building and maintaining strong relationships with our stakeholders and for paving the way to long-term success. Our commitment to ethical conduct is ingrained in our organization and can be seen in our corporate governance practices, which reflect our dedication to operating with the utmost integrity and in compliance with all applicable law.

Our Corporate Governance Guidelines, derived from well-documented best practices, set forth the expectations as to how the Board performs its functions. Tanger’s Board guidelines include but are not limited to independence, shareholder engagement, share ownership, and strategy and risk oversight responsibilities. More information on our governance can be found in our Proxy Statement.

The Tanger Board of Directors is comprised of a diverse mix of individual backgrounds, experience, and industries. We are committed to increasing gender and racial diversity among directors over time.

Board of Directors

Tanger’s dedication to operating with the highest level of integrity begins with our Board of Directors. We believe that diverse perspectives lead to better decision-making, so we carefully consider our Board composition to promote diversity in terms of gender, ethnicity, and career experience. We consider board refreshment an opportunity to strengthen and diversify the Board and to balance institutional knowledge with fresh perspectives.



Steven B. Tanger
Executive Chair
of the Board



Stephen Yalof
Director, President and
Chief Executive Officer



Bridget M. Ryan-Berman
Lead Director



Jeffrey B. Citrin
Director



David B. Henry
Director



Sandeep L. Mathrani
Director



Thomas J. Reddin
Director



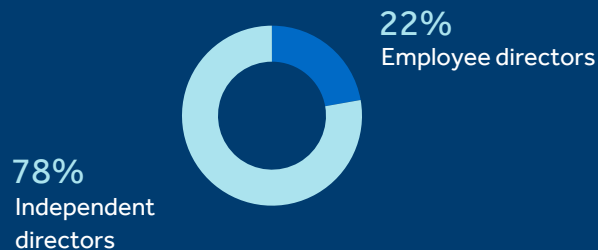
Susan E. Skerritt
Director



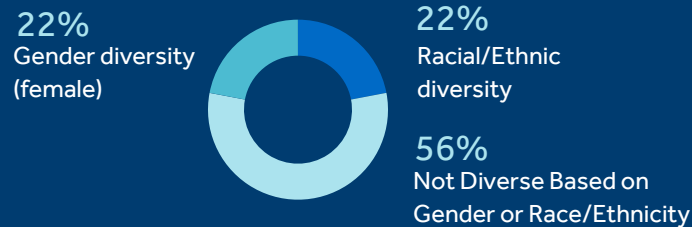
Luis A. Ubiñas
Director

As of July 1, 2023

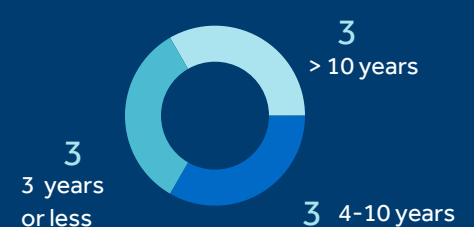
Director independence



Board diversity



Director tenure



The four board members identified as diverse do not overlap in either gender or racial/ethnic diversity

All statistics as of December 31, 2022

Board Committee ESG Integration

Our Board of Directors is engaged in Tanger's ESG-related matters through quarterly senior management updates on strategy, goals, programs, and progress. Our Board committees have formal oversight of the following ESG-related issues:

Nominating and Corporate Governance Committee

- Oversight of Board composition, diversity, education, and self-assessment
- Engagement with shareholders and other stakeholders on ESG issues
- Review of the company's environment and sustainability programs

Compensation and Human Capital Committee

- Review of the company's human capital management programs, including but not limited to recruitment, retention, compensation and benefit programs, management succession, culture and engagement, and DEI
- Determination of ESG goals in executive compensation, if any

Audit Committee

- Oversight of cybersecurity



AMY, PROPERTY OPERATIONS

JONATHAN, TENANT COORDINATION

Ethics and Compliance

To reach our high standards for integrity, ethical behavior must be present throughout the organization. Our Code of Business Conduct and Ethics (the Code) sets expectations for appropriate business conduct, and our ethics policies and guidelines ensure consistency across the company. All directors, officers, and employees of the company are expected to be familiar with the Code and to adhere to the principles.

The Code is based on our Core Values and addresses issues such as honesty and candid conduct, conflicts of interest, confidentiality, insider trading, fair dealing, protection of company assets, records retention, and compliance with laws and regulations, among others. Our policies include compliance with all laws and regulations.

Accountability mechanisms are in place to monitor and report on compliance with these directives, and further policies and procedures are set forth in the Employee Handbook. All employees receive and formally acknowledge annually that they have read and understand the Code and Employee Handbook.

Tanger encourages transparency with an Open Door Policy. Employees with questions or concerns regarding violations should escalate through their line management or report via Tanger's third-party managed ethics hotline, EthicsPoint®. More information about our policies and procedures regarding ethics violations can be found on our website. During 2022, Tanger experienced two calls to the ethics hotline, which were resolved.

Tanger is committed to the highest level of ethics and integrity. Our policies outline our commitment to:

- Human rights
- Anti-corruption
- Fair dealing
- Freedom of association and collective bargaining
- Freedom from discrimination
- Freedom from harassment
- Zero tolerance for forced, bonded and compulsory labor, human trafficking, and slavery
- Protection of the rights of children, including the prohibition of child labor
- Safe and healthy working environment for all our employees



SAVANNAH, GA

Human Rights

At Tanger, we believe that upholding human rights is a fundamental part of our responsibility as a global citizen and a reflection of our values. We strive to operate our business in a manner consistent with the principles embodied in the United Nations Universal Declaration of Human Rights and comply with all applicable laws that safeguard and enforce those ideals.

Our Human Rights Policy is in place to respect the rights of all people across our operations and within our sphere of influence, including parties contracting with Tanger, such as vendors. Our policy outlines our commitment to providing a healthy, safe, and harassment-free work environment, as well as our zero-tolerance approach to forced, bonded, compulsory, and child labor within our operations and supply chain.

Responsible Procurement

Our commitment to operating ethically and responsibly extends to our procurement practices and expectations of our suppliers. All parties contracting with the company are expected to operate in a manner that is compliant with all applicable laws and subject to certain operating standards, such as third party-related aspects of our Human Rights Policy. We take actions with parties who fail to comply with our standards, including terminating the relationship if appropriate.

Our commitment to ethical and responsible operations extends beyond our own organization to our procurement practices and expectations of our suppliers. We consider social and environmental aspects when selecting vendors and suppliers and expect them to operate in a manner that is compliant with all applicable laws and aligned with our standards.

We recognize that our work to build a responsible supply chain is an ongoing effort. In 2022, we enhanced supply chain and compliance monitoring practices to formalize our supply chain policy, which we expect to publish in 2023. The policy is inclusive of the requirements in our Human Rights Policy and Code of Business Conduct and Ethics.



DEER PARK, NY

Enterprise Risk Management

Risk management is an essential component of Tanger's business strategy, and we use a variety of tools and processes to identify, assess, and mitigate risks, including those related to ESG matters.

Tanger employs a Risk Register to track risks, including those related to ESG matters. A full list of our risk factors can be found in our Annual Report on Form 10-K. We conduct risk assessments at both the enterprise and asset level during both the annual budgeting process and long-term planning. Risk assessments are used to make capital and programmatic decisions at individual assets.

Tanger performs asset level environmental and social risk assessments as a standard part of its due diligence process for new acquisitions: building safety; climate change/adaptation; compliance with regulatory requirements; contaminated land; energy efficiency; flooding; GHG emissions; health and well-being; indoor environmental quality; natural hazards; socioeconomic; transportation; and water efficiency. We leverage these assessments to implement risk management protocols.

We have a cross-functional Enterprise Risk Management Committee responsible for overseeing risk management, and members also participate in the identification of issues and establishment of enterprise risk management and internal audit processes.

Enterprise Risk Management Committee:

- Chief Executive Officer
- Executive Vice President, Chief Operating Officer
- Executive Vice President, General Counsel
- Executive Vice President, Chief Financial Officer and Chief Investment Officer
- Executive Vice President, Chief Commercial Officer
- Executive Vice President, Leasing



MYRTLE BEACH 17, SC

Climate Risk

Tanger employs governance, strategy, risk management practices, and metrics to mitigate climate risk across our portfolio. The Nominating and Corporate Governance Committee of the Board of Directors has primary responsibility for oversight of environmental and sustainability matters. Tanger views board-level competence on climate-related issues as important, and the Nominating and Corporate Governance Committee evaluates ESG knowledge in conjunction with their review of board composition.

Our Executive Vice President, Chief Operating Officer reports to the Board at least annually on assessing climate-related risks and opportunities. Additional senior management roles are responsible for assessing and managing climate-related risks and opportunities including the Executive Vice President, General Counsel and Secretary, and Vice President of Enterprise Operations. Senior management also provides the Board with regular updates on environmental and sustainability goals and progress, including climate risk and other climate-related matters.

Physical Risk

Tanger recognizes that extreme weather events are having an increasing impact on business, including damage to centers and the full or partial closing of centers resulting in fewer customers visiting retail partners. The Enterprise Risk Committee works to identify and assess acute physical risks to Tanger Outlet's properties, which include extreme weather and resulting floods and tropical storms, as well as the chronic risk of sea level rising in centers in coastal locations.

Regulatory Risk

Tanger strives to comply with the regulations to which it is subject, including climate-related regulations, and considers emerging regulations' potential impact on future operations and procedures. Tanger closely follows potential SEC guidance and regulations on climate risk. Emerging regulation may lead to increased capital expenditures. Compliance with new laws or regulations related to climate change, including compliance with "green" building codes, may require Tanger to make improvements to existing properties or increase taxes and fees assessed on properties.

Transition Risk

Technological changes may impact climate-related risk assessments. Tanger strives to stay up-to-date and knowledgeable of emerging technology including solar panels, electrical vehicles, and energy efficient buildings to understand the viability and risk of their use in our operations. There is growing interest by some customers, retail partners, and shareholders in sustainability topics, so we engage these stakeholders through our ESG materiality assessments and regularly as described in the Stakeholder Engagement section of this report.

Tanger carefully monitors climate risk as part of our Enterprise Risk Management (ERM) topics, through materiality assessments and in our Risk Register. Risk exposure is also identified and monitored by Tanger's digitalized environmental data software platform. Additionally, risks are assessed at an asset level on an annual basis by the Director of Sustainability and Energy and facility managers, and more frequently when necessary.

We incorporate physical risk scenario planning into assessment of individual properties. Scenarios including RCP2.6, RCP4.5, and RCP8.5 were considered using third-party software. Impact is assessed by senior leaders in consultation with business unit leaders and outside experts. Quantitative climate-related scenario analysis informs our risk management strategy at the individual property level. The substantive financial and strategic impact of climate-related risk is determined by assessing the percentage of the business impacted, the number of days sites are closed and profit margins. Tanger aims to complete enterprise-wide scenario planning analysis by 2025.

Cybersecurity and Data Privacy

Tanger recognizes the importance of maintaining information privacy and security and takes steps to ensure that information in our trust is secure. The Senior Vice President of Information Technology has oversight responsibility for addressing cybersecurity across the enterprise.

Our efforts include but are not limited to:

- Prevention and monitoring
- Systems and controls
- Awareness and education

Awareness and Education

Awareness and education are the best strategies to protect systems and users from social engineering attacks. Tanger trains employees upon hire and annually. We also provide ad hoc training on specific topics and drive awareness via company meetings and internal cybersecurity campaigns. We perform routine phishing exercises, monitor our success rate, and use the results to remediate behaviors with training as needed.

In 2022, we also held Business Tabletop and Tech Tabletop exercises that simulated cybersecurity incidents for response from cross-functional teams, including IT team members and Tanger leaders.

Cybersecurity

The data security landscape is constantly evolving, so we continuously update our cybersecurity practices and aim to align with the standards, guidelines and best practices set forth in the National Institute of Standards and Technology (NIST) Cybersecurity Framework. In addition to our own policies and practices, we work with third-party experts who help us manage and mitigate cybersecurity risk including security and network monitoring, assessments, and brand and threat intelligence. We routinely evaluate our processes for areas of improvement and conduct internal and external penetration tests to evaluate our effectiveness.

Data Privacy

We are committed to ensuring the security and privacy of Personally Identifiable Information (PII) belonging to our employees, applicants, independent contractors, customers, and tenant base. Our approach aligns with industry best practices and regulatory requirements as outlined in our comprehensive PII policy, which applies to all parties with access to such data. To effectively safeguard confidential information, we employ a multi-faceted strategy that encompasses the following key elements: robust access controls, encryption and data protection, proactive threat monitoring, and incident detection and response technologies.



Governance Goals for 2023 and Beyond

Certify all centers as
"StormReady"
by U.S. Department of Commerce
and National Weather Service by 2024

Complete
scenario planning
in line with TCFD recommendations in
2025

Develop and publish
supply chain policy
in 2023

GRI Content Index

Tanger has reported the information cited in this GRI content index for the period of January 1 through December 31, 2022 with reference to the GRI Standards using GRI 1: Foundation 2021. Certain data contained in this index is also aligned with the SASB Standard for the Real Estate Owners, Developers, and Investment Trusts Industry. These SASB disclosures are indicated along with the GRI disclosures.

Standard	Disclosure	Response, Page or Link
GRI 2: General Disclosures	2-1	Organizational details Tanger Factory Outlet Centers, Inc.
	2-2	Entities included in the organization's sustainability reporting ESG Report: About this Report – p. 74
	2-3	Reporting period, frequency and contact point ESG Report: About this Report – p. 74-75
	2-4	Restatements of information 2021 and 2019 GHG emissions and water data have been restated to reflect the improved data collection methodology and processes discussed in the report. Additionally, water intensity metrics have been restated to reflect the gross building area and revenues for all centers included in the scope of the report. Restatement impacts are as follows: Total GHG Scope 1 and 2 CO ₂ emissions: 2021 +19%, 2019 +45%; Total water used: 2021 +2%, 2019 -2%; Total water square foot intensity: 2021 -4%, 2019 -8%; Total water revenue intensity: 2021 -7%, 2019 -10% ESG Report: Our Planet – p. 54
	2-5	External assurance An internal audit of information included is performed. External assurance is limited to our financial data certified in our Annual Report.
	2-6	Activities, value chain and other business relationships ESG Report: Our Company – p. 7 Annual Report
	2-7	Employees <i>Aligns with SASB IF-RE-000.A, C, D</i> ESG Report: Our People – p. 18 Headcount as of December 31, 2022: Total number of employees: 603 Total number of full-time employees: 341 Total number of part-time employees: 262 Total number of female employees: 77% Total number of male employees: 23% % of permanent employees: > 99% % of temporary employees: < 1%
	2-8	Workers who are not employees Tanger does not currently track contract workers.
	2-9	Governance structure and composition ESG Report: Our Governance – p. 57-58 Proxy Statement
	2-10	Nomination and selection of the highest governance body Proxy Statement
	2-11	Chair of the highest governance body Proxy Statement

Standard	Disclosure	Response, Page or Link
	2-12	Role of the highest governance body in overseeing the management of impacts ESG Report: ESG at Tanger – p. 14
	2-13	Delegation of responsibility for managing impacts ESG Report: ESG at Tanger – p. 14
	2-14	Role of the highest governance body in sustainability reporting ESG Report: ESG at Tanger – p. 14
	2-15	Conflicts of interest Proxy Statement
	2-16	Communication of critical concerns Tanger Code of Business Conduct and Ethics
	2-17	Collective knowledge of the highest governance body Proxy Statement
	2-18	Evaluation of the performance of the highest governance body Proxy Statement
	2-19	Remuneration policies Proxy Statement
	2-20	Process to determine remuneration Proxy Statement
	2-21	Annual total compensation ratio Proxy Statement
	2-22	Statement on sustainable development strategy ESG Report: A Message from Our CEO – p. 3
	2-23	Policy commitments ESG Report: Our Governance – p. 59 Tanger Code of Business Conduct and Ethics
	2-24	Embedding policy commitments ESG Report: Our Governance – p. 59 Tanger Code of Business Conduct and Ethics
	2-25	Processes to remediate negative impacts ESG Report: Our Governance – p. 59 Tanger Code of Business Conduct and Ethics
	2-26	Mechanisms for seeking advice and raising concerns ESG Report: Our Governance – p. 59 Tanger Code of Business Conduct and Ethics
	2-27	Compliance with laws and regulations ESG Report: Our Governance – p. 59 Tanger Code of Business Conduct and Ethics
	2-28	Membership associations Tanger is a member of the following associations and professional organizations: ENERGY STAR, Global Real Estate Sustainability Benchmark (GRESB), National Association of Real Estate Investment Trusts (Nareit), United Nations Global Compact (UNGC).
	2-29	Approach to stakeholder engagement ESG Report: ESG at Tanger – p. 13
	2-30	Collective bargaining agreements No collective bargaining agreements.
GRI 3: Material Topics	3-1	Process to determine material topics ESG Report: ESG at Tanger – p. 12
	3-2	List of material topics ESG Report: ESG at Tanger – p. 12
	3-3	Management of material topics ESG Report: ESG at Tanger – p. 12

Standard	Disclosure	Response, Page or Link
GRI 201: Economic Performance	201-1	Direct economic value generated and distributed Annual Report
	201-2	Financial implications and other risks and opportunities due to climate change ESG Report: Our Governance – p. 62 Annual Report <i>Aligns with SASB IF-RE-450a.2</i>
	201-3	Defined benefit plan obligations and other retirement plans Annual Report
	201-4	Financial assistance received from government Tanger received no financial assistance from the government in 2022.
GRI 204: Procurement Practices		Management approach ESG Report: Our Governance – p. 60
	204-1	Proportion of spending on local suppliers Due to service nature of suppliers to our centers, supplier personnel are local even if parent company is not.
GRI 205: Anti-corruption		Management approach ESG Report: Our Governance – p. 59 Tanger Code of Business Conduct and Ethics
	205-1	Operations assessed for risks related to corruption 100% of our operations are assessed.
	205-2	Communication and training about anti-corruption policies and procedures Employees receive training about anti-corruption policies and procedures as part of the onboarding process. Communication and mandatory training then occurs on an annual basis.
GRI 206: Anti-competitive Behavior		Management approach ESG Report: Our Governance – p. 59 Tanger Code of Business Conduct and Ethics
	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices No legal actions.
GRI 302: Energy		Management approach ESG Report: Our Planet – p. 48 Climate Change Statement <i>Aligns with SASB IF-RE-130a.5</i>
	302-1	Energy consumption within the organization ESG Report: Our Planet – p. 54 <i>Aligns with SASB IF-RE-130a.2-3</i>
	302-2	Energy consumption outside of the organization Not measured in 2022. We aim to begin measuring relevant categories of energy consumption outside of the organization in 2023.
	302-3	Energy intensity ESG Report: Our Planet – p. 54
	302-4	Reduction of energy consumption ESG Report: Our Planet – p. 48
	302-5	Reductions in energy requirements of products and services Not applicable as a real estate investment trust.

Standard	Disclosure	Response, Page or Link
GRI 303: Water and Effluents	Management approach	ESG Report: Our Planet – p. 52 <i>Aligns with SASB IF-RE-140a.4</i>
	303-1 Interactions with water as a shared resource	ESG Report: Our Planet – p. 52 Centers located in areas of high water stress are: Glendale (Westgate), AZ; Fort Worth, TX; San Marcos, TX; and Houston, TX
	303-2 Management of water discharge-related impacts	All water discharge is through municipal sewer.
	303-3 Water withdrawal	ESG Report: Our Planet – p. 52, 54 <i>Aligns with SASB IF-RE-140a.2-3</i>
	303-4 Water discharge	Information was not available in 2022.
	303-5 Water consumption	ESG Report: Our Planet – p. 54
GRI 305: Emissions	Management approach	ESG Report: Our Planet – p. 47-48 Climate Change Statement
	305-1 Direct (Scope 1) GHG emissions	ESG Report: Our Planet – p. 54
	305-2 Energy indirect (Scope 2) GHG emissions	ESG Report: Our Planet – p. 54
	305-3 Other indirect (Scope 3) GHG emissions	Not measured in 2022. We aim to begin measuring relevant categories of Scope 3 emissions in 2023.
	305-4 GHG emissions intensity	ESG Report: Our Planet – p. 54
	305-5 Reduction of GHG emissions	ESG Report: Our Planet – p. 47-48
	305-6 Emissions of ozone-depleting substances (ODS)	No emissions of ODS.
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	No other air emissions.	
GRI 306: Waste	Management approach	ESG Report: Our Planet – p. 53
	306-1 Waste generation and significant waste-related impacts	ESG Report: Our Planet – p. 54
	306-2 Management of significant waste-related impacts	ESG Report: Our Planet – p. 53
	306-3 Waste generated	ESG Report: Our Planet – p. 54
	306-4 Waste diverted from disposal	ESG Report: Our Planet – p. 54
306-5 Waste directed to disposal	ESG Report: Our Planet – p. 54	
GRI 308: Supplier Environmental Assessment	Management approach	Environmental factors are considered in selection of suppliers along with other factors relevant to our business.
	308-1 New suppliers that were screened using environmental criteria	We consider environmental aspects when selecting vendors and suppliers and expect them to operate in a manner that is compliant with all applicable laws and aligned with our standards. There is no formal screening process.
	308-2 Negative environmental impacts in the supply chain and actions taken	There are no known negative environmental impacts in our supply chain.

Standard	Disclosure	Response, Page or Link												
GRI 401: Employment	Management approach	ESG Report: Our People – p. 19												
	401-1 New employee hires and employee turnover	ESG Report: Our People – p. 18 Tanger hired 242 people in 2022, including 101 full-time and 141 part-time employees.												
		<table border="1"> <thead> <tr> <th></th> <th>2022</th> <th>2021</th> <th>2020</th> </tr> </thead> <tbody> <tr> <td>Corporate Turnover</td> <td>17.2%</td> <td>18.5%</td> <td>10.1%</td> </tr> <tr> <td>Field Turnover</td> <td>20.4%</td> <td>17.7%</td> <td>24.7%</td> </tr> </tbody> </table>		2022	2021	2020	Corporate Turnover	17.2%	18.5%	10.1%	Field Turnover	20.4%	17.7%	24.7%
		2022	2021	2020										
Corporate Turnover	17.2%	18.5%	10.1%											
Field Turnover	20.4%	17.7%	24.7%											
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Paid Time Off leave bank, 401(k), voluntary accident, critical illness, ID Theft, and Employee Assistance Program benefits are provided to part-time team members. Additional benefits are offered to full-time employees.													
401-3 Parental leave	Tanger provides up to four (4) weeks of Company Paid Parental Leave at 100% of current regular base pay for bonding time for eligible team members who have (or are the spouse or domestic partner of someone who has) given birth to a child, had a child born via surrogate, adopted a child or been placed with a foster child. We also comply with all applicable laws concerning parental leave.													
GRI 402: Labor/Management Relations	Management approach	Tanger Code of Business Conduct and Ethics												
	402-1 Minimum notice periods regarding operational changes	Tanger Code of Business Conduct and Ethics												
GRI 403: Occupational Health and Safety 2018	Management approach	ESG Report: Our People – p. 30												
	403-1 Occupational health and safety management system	ESG Report: Our People – p. 30												
	403-2 Hazard identification, risk assessment, and incident investigation	ESG Report: Our People – p. 30 Tanger is required to maintain Occupational Safety and Health Administration (OSHA) logs for assessment, accidents or incidents across our properties. Hazards are identified by type of work; the majority of our employees are engaged in office and administrative work.												
	403-3 Occupational health services	ESG Report: Our People – p. 30-31												
	403-4 Worker participation, consultation, and communication on occupational health and safety	ESG Report: Our People – p. 30												
	403-5 Worker training on occupational health and safety	ESG Report: Our People – p. 30												
	403-6 Promotion of worker health	ESG Report: Our People – p. 30-31												
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	ESG Report: Our People – p. 30-31												
	403-8 Workers covered by an occupational health and safety management system	All employees are covered by Tanger's occupational health and safety system.												
	403-9 Work-related injuries	<table border="1"> <thead> <tr> <th></th> <th>2022</th> <th>2021</th> <th>2020</th> </tr> </thead> <tbody> <tr> <td>Total (per 100 employees)</td> <td>2.05</td> <td>2.09</td> <td>2.33</td> </tr> </tbody> </table>		2022	2021	2020	Total (per 100 employees)	2.05	2.09	2.33				
	2022	2021	2020											
Total (per 100 employees)	2.05	2.09	2.33											
403-10 Work-related ill health	ESG Report: Our People – p. 30 There were no cases of work-related ill health or fatalities in 2022.													

Standard	Disclosure	Response, Page or Link			
GRI 404: Training and Education		Management approach	ESG Report: Our People – p. 27		
	404-1	Average hours of training per year per employee		2022	2021
			Total	7.9	5.2
					6.8
GRI 405: Diversity and Equal Opportunity		Management approach	ESG Report: Our People – p. 27		
	404-2	Programs for upgrading employee skills and transition assistance programs	ESG Report: Our People – p. 27		
	404-3	Percentage of employees receiving regular performance and career development reviews	100% of all employees receive regular performance and career development reviews.		
GRI 406: Non-discrimination		Management approach	ESG Report: Our People – p. 20-25 Diversity, Equity & Inclusion Mission Statement		
	405-1	Diversity of governance bodies and employees	ESG Report: Our People – p. 18 ESG Report: Our Governance – p. 57		
GRI 407: Freedom of association and collective bargaining		Management approach	ESG Report: Our Governance – p. 59 Tanger Code of Business Conduct and Ethics		
	406-1	Incidents of discrimination and corrective actions taken	No incidents of discrimination.		
GRI 411: Rights of Indigenous Peoples		Management approach	ESG Report: Our Governance – p. 59 Tanger Code of Business Conduct and Ethics		
	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Tanger has an established Human Rights Policy and Code of Business Conduct and Ethics . Zero (0) percent of company operations and suppliers have right to freedom of association and collective bargaining at risk.		
GRI 413: Local Communities		Management approach	Tanger has an established Human Rights Policy .		
	411-1	Incidents of violations involving rights of indigenous peoples	No incidents of violations involving rights of indigenous peoples.		
		Management approach	ESG Report: Our Community – p. 35		
GRI 414: Supplier Social Assessment	413-1	Operations with local community engagement, impact assessments, and development programs	ESG Report: Our Community – p. 36		
	413-2	Operations with significant actual and potential negative impacts on local communities	Tanger is unaware of an significant or potential negative impacts on local communities.		
		Management approach	Tanger has an established Human Rights Policy and Code of Business Conduct and Ethics , both of which apply to suppliers.		
GRI 414: Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	We consider social aspects when selecting vendors and suppliers and expect them to operate in a manner that is compliant with all applicable laws and aligned with our standards. There is no formal screening process.		
	414-2	Negative social impacts in the supply chain and actions taken	There are no known negative social impacts in our supply chain.		

Standard	Disclosure	Response, Page or Link
GRI 416: Customer Health and Safety	Management approach	Tanger has achieved the International WELL Building Institute's (IWBI) WELL Health-Safety Rating for Facility Operations and Management for all U.S. owned and managed centers in the company's portfolio. This rating is informed by the WELL Building Standard and more than 600 building and health scientists, practitioners, representatives from the business community, and other experts.
	416-1 Assessment of the health and safety impacts of product and service categories	Tanger underwent a nearly year-long assessment of the health and safety of our operational protocols to ensure compliance across all centers as part of the WELL Health-Safety Rating process.
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	No incidents of non-compliance concerning the health and safety of products and services.
GRI 418: Customer Privacy	Management approach	ESG Report: Our Governance – p. 63 Tanger Code of Business Conduct and Ethics
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	No substantiated complaints regarding concerning breaches of customer privacy and losses of customer data.

TCFD Content Index

Topic	Disclosure	Response, Page or Link
Governance	Describe the board's oversight of climate-related risks and opportunities.	<p>ESG Report: Our Governance – p. 62</p> <p>The Nominating and Corporate Governance Committee of the Board of Directors has oversight responsibility for environmental matters. Tanger views board-level competence on climate-related issues as important and the Nominating and Corporate Governance Committee evaluates ESG knowledge in conjunction with their review of board composition. Our Executive Vice President, Chief Operating Officer reports to the Board at least annually on assessing climate-related risks and opportunities. Senior management provides the Board with regular updates on environmental and sustainability goals and progress, including climate risk and other climate-related matters.</p>
	Describe management's role in assessing risks and opportunities.	<p>ESG Report: Our Governance – p. 62</p> <p>Assessing climate-related risks and opportunities is the responsibility of the Executive Vice President, General Counsel and Secretary; Executive Vice President, Chief Operating Officer; and Vice President of Enterprise Operations.</p>
Strategy	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	<p>ESG Report: Our Governance – p. 62</p> <p>Tanger has identified physical, regulatory and transitional risk as salient to the organization.</p>
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	<p>ESG Report: Our Governance – p. 62</p> <p>The substantive financial and strategic impact of climate-related risk is determined by assessing the percentage of the business impacted, the number of days sites are closed and profit margins.</p>
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	<p>ESG Report: Our Governance – p. 62</p> <p>We incorporate physical risk scenario planning into assessment of individual properties. Scenarios including RCP2.6, RCP4.5, and RCP8.5 were considered using third-party software. Impact is assessed by senior leaders in consultation with business unit leaders and outside experts.</p>

Topic	Disclosure	Response, Page or Link
Risk Management	Describe the organization's processes for identifying and assessing climate-related risks	ESG Report: ESG at Tanger – p. 11-12 ESG Report: Our Governance – p. 62-63 Climate is incorporated into enterprise risk management, ESG materiality assessment and stakeholder engagement.
	Describe the organization's processes for managing climate-related risks	ESG Report: Our People – p. 32 ESG Report: Our Planet – p. 47-50 ESG Report: Our Governance – p. 62 Climate risk is managed at the enterprise level by the Enterprise Risk Management Committee and at both the enterprise and center level by the operations department. Tanger has goals and initiatives to reduce our carbon footprint.
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	ESG Report: Our Governance – p. 62
Metrics and Targets	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	ESG Report: Our Planet – p. 47
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	ESG Report: Our Planet – p. 54 Scope 1 and Scope 2: 9,373 metric tons CO ₂ emissions
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	ESG Report: Our Planet – p. 44, 47

About This Report

Thank you for your interest in the 2022 Environmental, Social, and Governance (ESG) Report of Tanger Factory Outlet Centers, Inc. (Tanger or the Company). We have published this report to provide an overview of our Company's operations related to ESG topics. This includes both quantitative and qualitative information and contains comparisons of 2022 results to 2021, as well as progress toward our ESG goals using baseline data as noted in the report.

This report is for the calendar year ending on December 31, 2022. It includes information from 36 Tanger operating properties in 20 states and Canada. Unless otherwise noted, the scope of this report is limited to Tanger's corporate headquarters and centers where we hold exclusive operational control of day-to-day property management responsibilities, which for Tanger's portfolio, excludes non-U.S. investments and one domestic joint venture. It also includes environmental data for one center sold in late December 2022 in Blowing Rock, NC. Additionally, in July 2022, we entered into a strategic partnership to assume marketing, leasing and property management responsibilities at Tanger Palm Beach, FL, and we expect to begin including its environmental performance in our results beginning in 2023. We have also noted any significant changes in scope and boundary throughout the report that may vary from our 2021 report, which was published in 2022.

Tanger strives to continuously improve our ESG management through use of standards and reporting frameworks. Our 2022 reporting process has been guided by the Global Reporting Initiative (GRI) Standards, the Task Force on Climate-related Financial Disclosures (TCFD), and the Sustainability Accounting Standards Board (SASB). We also disclose to the Global Real Estate Sustainability Benchmark (GRESB), CDP (formerly the Carbon Disclosure Project) and the United Nations Global Compact (UNGC) via their disclosure portals.

For the purposes of this report, the concept of materiality used in our ESG disclosures is based on a definition of materiality specific to the assessment of ESG issues and does not correspond to the concept of materiality used in the securities laws and disclosures required by the U.S. Securities and Exchange Commission (SEC). Issues that we identify as "material" from an ESG perspective are not necessarily material to the Company under securities laws, rules and regulations in place at publication.

Moreover, given the uncertainties, estimates, and assumptions required to make some of the disclosures in this report, and the timelines involved, materiality is inherently difficult to assess far in advance. In addition, given the inherent uncertainty of the estimates, assumptions, and timelines contained in this report, we may not be able to anticipate in advance whether or the degree to which we will or will not be able to meet our plans, targets, or goals. Furthermore, much of this information is subject to assumptions, estimates, or third-party information that is still evolving and subject to change. For example, we note that standards and expectations regarding greenhouse gas (GHG) accounting and the processes for measuring and counting GHG emissions and GHG emission reductions are evolving, and it is possible that our approaches both to measuring our emissions and to reducing emissions and measuring those reductions may be, either currently by some stakeholders or at some future point, considered inconsistent with common or best practices with respect to measuring and accounting for such matters, and reducing overall emissions. If our approaches to such matters are perceived to fall out of step with common or best practice, we may be subject to additional scrutiny, criticism, regulatory and investor engagement, or litigation, any of which may adversely impact our business, financial condition, or results of operations.

We self-declare that this report was created with reference to the GRI Standard framework. A GRI Content Index at the end of this report shows our alignment with GRI reporting elements and our material topics as recommended in the GRI Standards. While we aim to align certain disclosures set forth or referred to in this report with the recommendations of various third-party frameworks, such as GRI, SASB, and TCFD, we cannot guarantee strict adherence to these frameworks' recommendations. Additionally, our disclosures, as well as relevant internal controls, based on any standards may change due to revisions in framework requirements, availability or quality of information, changes in our business or applicable government policies, or other factors, some of which may be beyond our control. We intend to continue to report annually.

Certain information contained in this report relates to or is based on studies, publications, surveys and other data obtained from third-party sources and our own internal estimates and research. While we believe these third-party sources to be reliable as of the date of this report, we have not independently verified, and we make no representation as to the adequacy, fairness, accuracy, or completeness of any information obtained from third-party sources. In addition, the data included in this report involves a number of assumptions and limitations, and there can be no guarantee as to the accuracy or reliability of such assumptions. While we believe our own internal research is reliable, such research has not been verified by any independent source.

For additional information regarding this report and its contents, please visit our website at www.tanger.com.

TANGER FACTORY OUTLET CENTERS, INC.

3200 Northline Avenue, Suite 360
Greensboro, NC 27408
Phone: (336) 292-3010 or 1-800-4-TANGER
Fax: (336) 297-0931
TANGER.COM

Doug McDonald
SVP, Finance and Capital Markets
tangerir@tanger.com

Rachel Williams
AVP, Corporate Communications
rachel.williams@tanger.com



GRAND RAPIDS, MI

Safe Harbor Statements

This report contains certain forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended. The Company intends such forward-looking statements to be covered by the safe harbor provisions for forward-looking statements contained in the Private Securities Litigation Reform Act of 1995 and includes this statement for purposes of complying with the safe harbor provisions. Forward-looking statements, which are based on certain assumptions and describe the Company's future plans, strategies and expectations, are generally identifiable by use of the words "believe," "expect," "intend," "anticipate," "estimate," "project," "will," "forecast" or similar expressions, and include the Company's ESG strategy, commitments and goals.

You should not rely on forward-looking statements since they involve known and unknown risks, uncertainties and other important factors which are, in some cases, beyond our control and which could materially affect our actual results, performance or achievements. Important factors which may cause actual results to differ materially from current expectations include, but are not limited to: our inability to develop new outlet centers or expand existing outlet centers successfully; risks related to the economic performance and market value of our outlet centers; the relative illiquidity of real property investments; impairment charges affecting our properties; our dispositions of assets may not achieve anticipated results; competition for the acquisition and development of outlet centers, and our inability to complete outlet centers we have identified; environmental regulations affecting our business; risks associated with possible terrorist activity or other acts or threats of violence and threats to public safety; risks related to the impact of the COVID-19 pandemic and macroeconomic conditions, including rising interest rates and inflation, on our tenants and on our business, financial condition, liquidity, results of operations and compliance with debt covenants; our dependence on rental income from real

property; our dependence on the results of operations of our retailers and their bankruptcy, early termination or closing could adversely affect us; the fact that certain of our properties are subject to ownership interests held by third parties, whose interests may conflict with ours; risks related to climate change; increased costs and reputational harm associated with the increased focus on environmental, sustainability and social initiatives; risks related to uninsured losses; the risk that consumer, travel, shopping and spending habits may change; risks associated with our Canadian investments; risks associated with attracting and retaining key personnel; risks associated with debt financing; risks associated with our guarantees of debt for, or other support we may provide to, joint venture properties; the effectiveness of our interest rate hedging arrangements; uncertainty relating to the potential phasing out of LIBOR; our potential failure to qualify as a REIT; our legal obligation to make distributions to our shareholders; legislative or regulatory actions that could adversely affect our shareholders, including the recent changes in the U.S. federal income taxation of U.S. businesses; our dependence on distributions from the Operating Partnership to meet our financial obligations, including dividends; the risk of a cyber-attack or an act of cyber-terrorism and other important factors set forth under Item 1A – "Risk Factors" in the Company's and the Operating Partnership's Annual Report on Form 10-K for the year ended December 31, 2022, as may be updated or supplemented in the Company's Quarterly Reports on Form 10-Q and the Company's other filings with the SEC. Accordingly, there is no assurance that the Company's expectations will be realized. The Company disclaims any intention or obligation to update the forward-looking statements, whether as a result of new information, future events or otherwise. You are advised to refer to any further disclosures the Company makes or related subjects in the Company's Current Reports on Form 8-K that the Company files with the SEC.